## FOR THE NORTHERN DISTRICT OF ILLINOIS RECEIVED

JOHN - P. TUCKER	THOMAS G BRUTON CLERK, US DISTRICT COURT
Plaintiff(s),  vs.  LORETTO HOSPITAL	1:15-cv-05479 Judge Matthew F. Kennelly Magistrate Judge Jeffrey T. Gilbert
Defendant(s).	) ) ) )

#### COMPLAINT FOR VIOLATION OF CONSTITUTIONAL RIGHTS

This form complaint is designed to help you, as a pro se plaintiff, state your case in a clear manner. Please read the directions and the numbered paragraphs carefully. Some paragraphs may not apply to you. You may cross out paragraphs that do not apply to you. All references to "plaintiff" and "defendant" are stated in the singular but will apply to more than one plaintiff or defendant if that is the nature of the case.

- This is a claim for violation of plaintiff's civil rights as protected by the Constitution and laws of the United States under 42 U.S.C. §§ 1983, 1985, and 1986.
- 2. The court has jurisdiction under 28 U.S.C. §§ 1343 and 1367.
- 3. Plaintiff's full name is JOHN P- JUCKER

If there are additional plaintiffs, fill in the above information as to the first-named plaintiff and complete the information for each additional plaintiff on an extra sheet.

Defendant, LORETTO HOSPITAL, is (name, badge number (known)
Dan officer or official employed by NURSING SUPERVISOR
(department or agency of government)  or
☐ an individual not employed by a governmental entity.
ere are additional defendants, fill in the above information as to the first-named ndant and complete the information for each additional defendant on an extra sheet.
The municipality, township or county under whose authority defendant officer or official
acted is As to plaintiff's federal
constitutional claims, the municipality, township or county is a defendant only if
custom or policy allegations are made at paragraph 7 below.
On or about 3 9 20, at approximately 3'45 Da.m. p.m.
plaintiff was present in the municipality (or unincorporated area) of Lotetto
Hospital, in the County of Cook.
State of Illinois, at 645 South Central Avenue Chicago (identify location as precisely as possible)
when defendant violated plaintiff's civil rights as follows (Place X in each box that applies):
□ arrested or seized plaintiff without probable cause to believe that plaintiff had
committed, was committing or was about to commit a crime; searched plaintiff or his property without a warrant and without reasonable cause;
<ul> <li>□ used excessive force upon plaintiff;</li> <li>□ failed to intervene to protect plaintiff from violation of plaintiff's civil rights by</li> </ul>
one or more other defendants;
☐ failed to provide plaintiff with needed medical care; ☐ conspired together to violate one or more of plaintiff's civil rights;
Other: 100K a negative plato of picture
& Without my Consent thereby invading m
right to Privary and amendance tight
and used the Prichabe as an evidence
termination when worky for almost
ter years.

<ol> <li>Defendant officer or official acted pursuant to a custom or policy of defendant</li> </ol>
municipality, county or township, which custom or policy is the following: (Leave blank
if no custom or policy is alleged): Mut Smp Super VISA
if no custom or policy is alleged): 1 w Sm p Du per V Sm
Niolated the Lospital Policey by
takes my Dicture Massly with
Let Tell phone.
Let lell phone.
8. Plaintiff was charged with one or more crimes, specifically:
Steeding on the los adder
USuse my one Profuse to encriments
Usur my one fratise to encrimmate
ma and I was ferminated.
A180 offer employees carrely sleepap or
The lab are still with for Laretta Hospital
but as for me of was termmeted
9. (Place an X in the box that applies. If none applies, you may describe the criminal proceedings under "Other") The criminal proceedings
proceedings under Other ) The criminal proceedings
□ are still pending.
☐ were terminated in favor of plaintiff in a manner indicating plaintiff was innocent.¹
Plaintiff was found guilty of one or more charges because defendant deprived me of a
fair trial as follows the Migal eved ance imy
France was obtained willow I my
Cto Seal was used against me. Also, no break
cold and B was water and a so
Polar Condition. Selfondly, Jan
Examples of termination in favor of the plaintiff in a manner indicating plaintiff was innocent may include a judgment of not guilty, reversal of a conviction on direct appeal, expungement of the
conviction, a voluntary dismissal (SOL) by the prosecutor, or a nolle prosequi order.

10. Plaintiff further alleges as follows: (Describe what happened that you believe supports your claims. To the extent possible, be specific as to your own actions and the actions of each defendant.)

Defendant acted knowingly, intentionally, willfully and maliciously. efende 1- acted Not felly a d As a result of defendant's conduct, plaintiff was injured as follows! Had me Plaintiff asks that the case be tried by a jury. Yes 13. □ No

Plaintiff also claims violation of rights that may be protected by the laws of Illinois, such

14.

as false arrest, assault, battery, false imprisonment malicious prosecution, conspiracy,
and/or any other claim that may be supported by the allegations of this complaint.
WHEREFORE, plaintiff asks for the following relief:
A. Damages to compensate for all bodily harm, emotional harm, pain and suffering,
loss of income, loss of enjoyment of life, property damage and any other injuries
inflicted by defendant;
B. (Place X in box if you are seeking punitive damages.) Punitive damages
against the individual defendant; and Lotetto Hospital
C. Such injunctive, declaratory, or other relief as may be appropriate, including
attorney's fees and reasonable expenses as authorized by 42 U.S.C § 1988.
Plaintiff's signature:
Plaintiff's name (print clearly or type): JOHN PHILIP THICKER
Plaintiff's mailing address: 1325 BRYMMEL STREET
City EVANSTON State IL ZIP 60202 N
Plaintiff's telephone number: 224 420 - 930.9
Plaintiff's email address (if you prefer to be contacted by email): SLeone Vending
Capco a yakor. com
5. Plaintiff has previously filed a case in this district. ☐ Yes ☐ No
If yes, please list the cases below.

Any additional plaintiffs must sign the complaint and provide the same information as the first plaintiff. An additional signature page may be added.

EEOC Form 161-B		EQUAL EMPLOYMENT OPPORTUNITY C	
	Not	CE OF RIGHT TO SUE (ISSUED O	N REQUEST)
Ed For	Fucker nathan Ksiazek x and Associates . Adams	From:	mi i i i office
	go, Illinois 60604-2505		BY:
	On behalf of person(s) aggriev CONFIDENTIAL (29 CFR §16	red whose identity is 01.7(a))	
EEOC Charg	e No	EEOC Representative	Telephone No.
440-2014-		Victoria H. Shealey, Investigate	or (312) 869-8079
440-2014-	00001	(See also	the additional information enclosed with this form.)
state law ma	More than 180 days have Less than 180 days have be able to complete its ad	passed since the filing of this charge, passed since the filing of this charge, but I ha ministrative processing within 180 days from	The time limit for filing suit based on a claim under ve determined that it is unlikely that the EEOC will the filing of this charge.
X		its processing of this charge.	
	The EEOC will continue to process this charge.		and the charge was filed unt
Age Discrit 90 days afte your case:	er you receive notice that we	have completed delich on the same	any time from 60 days after the charge was filed unt s regard, the paragraph marked below applies to EA must be filed in federal or state court <u>WITHIN</u> based on the above-numbered charge will be lost.
	The FFOC is sectioning		50 days have passed since the filing of the charge,
Equal Pay in federal o	Act (EPA): You already hav		C charge is not required.) EPA suits must be brough underpayment. This means that backpay due for not be collectible.

any violations that occurred more than 2 years

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission

Enclosures(s)

Julianne Bowman, Acting District Director

c/o Michael G. Cleveland CC: Vedder Price 222 N. LaSalle

Chicago, IL 60601

# Human Rights

Pat Quinn, Governor Rocco J. Claps, Director

October 27, 2014

Mr. John P. Tucker 1325 Brummel Street, 1<sup>st</sup> Floor Evanston, IL 60202

John P. Tucker vs. Loretto Hospital, Control No. 151023-012

You are receiving this letter because you filed a charge with the United States Equal Employment Opportunity Commission (EEOC). The EEOC and the Illinois Department of Human Rights (Department) are parties to a cooperative agreement. Under this agreement, when you filed your charge of discrimination with the EEOC, a copy of the charge was automatically filed with the Department. The Department is keeping a copy of your EEOC charge on file to preserve jurisdiction under Illinois law.

Since you filed your discrimination charge initially with the EEOC, the EEOC is the governmental agency responsible for investigating the charge and the investigation will be conducted pursuant to the rules and procedures adopted by the EEOC. The Department will take no action on your charge until the EEOC issues its findings. After the EEOC issues its findings, if you want the Department to take any further action on your charge, you must send the Department a copy of the EEOC's findings within 30 days after service of the EEOC's findings on you. Please also send a one sentence written statement requesting that the Department investigate your charge and include the above Control Number. You may submit a copy of the EEOC's findings by either of the following methods:

By Mail: Send your EEOC findings and written statement via U.S. Postal certified mail, return

receipt requested, to: Illinois Department of Human Rights, Attn: EEOC Referred

Charges/Intake Unit, 100 W. Randolph St., Ste. 10-100, Chicago, IL 60601.

In Person: Bring an original and one copy of your EEOC findings and written statement to the

Department. The Department will stamp and return the copies to you for your records.

If you received the EEOC's findings prior to receipt of this letter, you have 30 days from the date of this letter to send the Department a copy of the EEOC's findings. Upon receipt of the EEOC's findings, the Department will mail you a notice as to what further action the Department may take on your charge.

The 365-day time period for the Department to investigate your EEOC charge is tolled while the EEOC is investigating your charge and does not begin to run until the EEOC issues its findings. Your failure to timely provide the EEOC's findings to the Department will result only in the Department closing your file. This process does not affect the investigation of your charge at EEOC. If you do not wish to proceed with the Department, you do not need to take any further action.

This letter does not apply to any settlement of this charge the parties have made with the EEOC.

If you have any questions, please contact Thomas F. Roeser, Pre-Investigations-Coordinator, at (312) 814-6295. Please do not contact the EEOC.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS

CC Loretto Hospital 645 South Central Ave. Chicago, IL 60644

EEOC 30 Rev: 12/11

Dept. of Human Rights INTAKE UNIT

> APR 2 0 2015 RECEIVED

Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 8 of 118 PageID #:259

mery 224)420-9309 4 Fg 872)239-9031

1325 Brummer Stree Evanstor IL 6020: 20th April 2015

The Hyman Right

Department

100 W ( Rom dolph Street)

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Der Sit / Modorn

Tocky & Loteldo

Hospital.

Casa No 440-2014-0653

T will like your

to m vestigate this matter.

Thanks John pruyed

Dept. of Human Rights INTAKE UNIT

APR 2 0 2015

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Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 9 of 118 PageID #:259
U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Chicago District Office

500 West Madison Street, Suite 2000 Chicago, IL 60661 EEOC National Toll Free: (800) 669-4000 EEOC National TTY: (800) 669-6820 Chicago Direct Dial: (312) 869-8000 Chicago TTY: (312) 869-8001

Mediation Fax: (312) 869-8001 Mediation Unit: (312) 869-8052

December 5, 2014

Ms. Amy Coleman Human Resources Generalist Loretto Hospital 645 South Central Ave. Chicago, IL 60644

Re: Tucker v. Loretto Hospital

EEOC #: 440-2014-06531

Dear Ms. Coleman:

Please be advised that because Respondent objected to mediation or failed to respond to EEOC's inquiry concerning mediation in the above-referenced Charge of Discrimination, the charge will now be forwarded to an enforcement unit for investigation. If Respondent has already submitted its response to the Charge and its evidentiary support, Respondent need not take any further action until after it is contacted by the EEOC investigator.

If Respondent has not submitted a position statement, then Respondent is required to submit its response to the Charge and its evidentiary support within forty (40) days of the date the Charge was received by the EEOC. The deadline for Respondent to reply to the Charge is stated in the "Notice of Charge of Discrimination" (Form 131) which accompanied the Charge of Discrimination. If the due date in the "Notice of Charge of Discrimination" has passed, Respondent's response to the Charge and evidentiary support are past due. In that case, Respondent must submit its response to the EEOC representative identified at the bottom of the "Notice of Charge of Discrimination" immediately.

If you have any questions, please contact the Commission representative named on the "Notice of Charge of Discrimination."

Sincerely,

Julianne Bowman
Julianne Bowman
District Director (Acting)

cc Mr. John Tucker 1325 Brummel Street, 1st Floor Evanston, IL 60202 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 10 of 118 PageID #:259



#### U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION Chicago District Office

500 West Madison Street, Suite 2000 Chicago, IL 60661

PH: (312) 869-8000

TTY: (312) 869-8001 ENFORCEMENT FAX: (312) 869-8220

FILE REVIEWS FAX: (312) 869-8220

Mr. Jonathan R. Ksiazek, Esq. Ed Fox & Associates 300 W. Adams Street, Suite 330 Chicago, Illinois 60606

RECEIVED MAR 3 9 2015

Re: John Tucker v. Loretto Hospital EEOC Charge Number: 440-2014-06531

Dear Mr. Ksiazek:

I am in receipt of your written request for a copy of the file referenced above. IF YOU ARE THE CHARGING PARTY AND HAVE ASKED FOR DOCUMENTS FROM YOUR CHARGE FILE BEFORE YOU HAVE FILED A LAWSUIT BASED ON YOUR CHARGE, BY ACCEPTING THESE DOCUMENTS YOU AGREE THAT YOU WILL USE THEM ONLY IN CONNECTION WITH CONTEMPLATED LITIGATION AND WILL ONLY SHOW THEM TO PERSONS IN A PRIVILEGED RELATIONSHIP, SUCH AS A SPOUSE, CLERGY, OR MEDICAL, FINANCIAL OR LEGAL ADVISOR.

Also, please sign this letter at the bottom indicating that you agree to pay ALOHA DOCUMENT SERVICES for copying costs. After we have received this signed and dated form from you and had an opportunity to review the file, we will send the file to the copy service. IF A COMPLAINT HAS BEEN FILED IN FEDERAL DISTRICT COURT, PLEASE PROVIDE A COPY OF THE FIRST FEW PAGES OF THE COMPLAINT, SO THAT EEOC CAN DETERMINE IF THE COMPLAINT WAS FILED BASED ON THE CHARGE, if you have not already done so.

If we do not receive this signed form letter within 30 days of the date of this letter, the Commission will assume that you no longer wish a copy of the file.

Date: March 26, 2015

Sylvia Bustos

Records Disclosure Coordinator

sylvia.bustos@ecoc.gov

Phone: 312-869-8084

Fax: 312-869-8220

(PLEASE CHECK ONE)

I do not choose to review the file before it is copied.

I want to review the file before it is copied,

If you wish to review the file, review is by appointment only. You will be contacted to schedule an appointment; please be advised that you must bring picture identification with you for access to the office.

I agree to pay Aloha Document Services for copying the documents requested in the file and I understand that I will not be charged more than fifteen (.15) cents per page.

Date: 3/30/15

# INFORMATION POMER MATHER YEMEN FOR PISCHE MINI

This information is being given to you to help you decide whether your employment problem can be handled by the United States Equal Employment Opportunity Commission (EEOC). The EEOC was created by Congress to investigate allegations of employment discrimination engaged in by private employers, public state and local governments, labor unions and employment agencies. The EEOC can only investigate allegations of employment discrimination because of one or more of the reasons listed below:

Your race,

Your color (darkness or lightness of skin),

Your sex,

Your religion,

Your national origin,

Your age (if you are 40 or older), or

Your disability (includes employer's belief that you are disabled),

Your genetic information (acquiring or use of)

Opposing or protesting an act violating one of the laws enforced by EEOC,

Participating in an investigation or proceeding relating to one of the laws enforced by EEOC,

Associating with someone protected by one of the laws enforced by EEOC.

Some of these terms may have different meanings under the laws we enforce than elsewhere. EEOC can provide you with information regarding the meaning of the terms concerning your situation.

The EEOC does not accept complaints of discrimination against the Federal Government. Such complaints must be filed with the EEO office of the agency alleged to have engaged in discrimination.

The EEOC does not investigate charges alleging unfairness unrelated to race, color, sex, religion, national origin, age or disability.

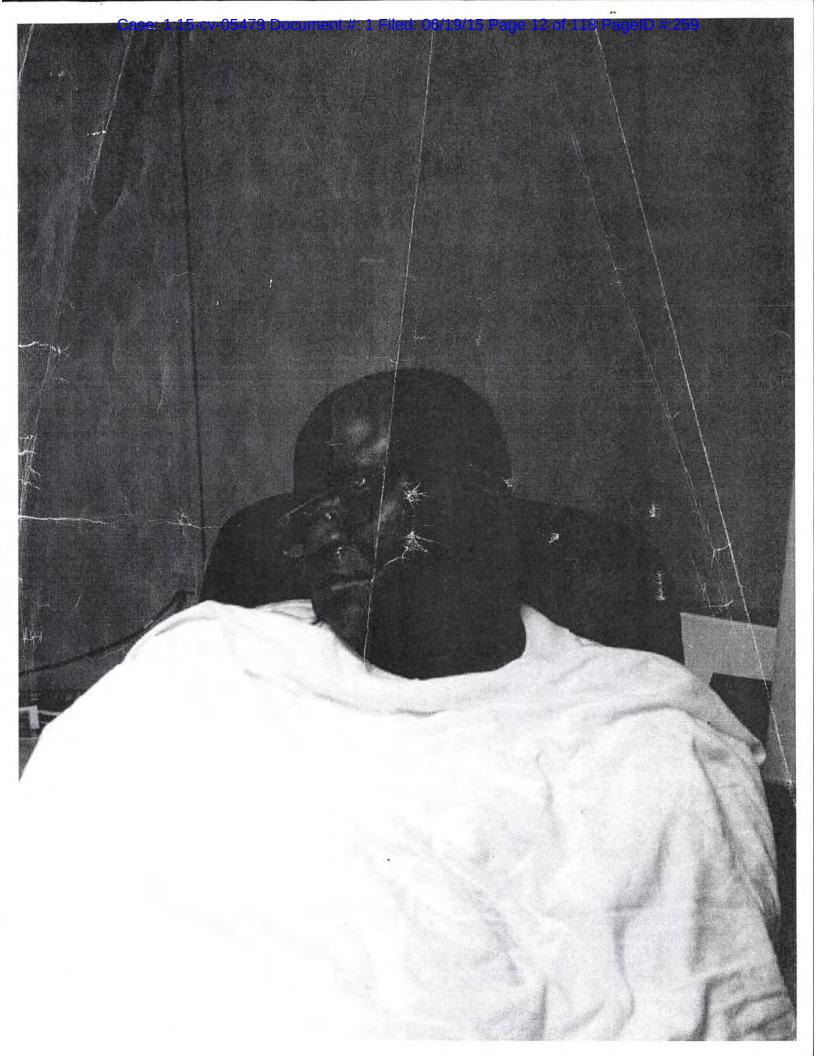
The laws EEOC enforces against employment discrimination based on race, color, religion, sex, national origin, and disability require that an employer must employ 15 or more employees, and a charge must be filed within 300 days of the alleged discriminatory act.

The law that prohibits employment discrimination against persons 40 years of age or older requires that the employer must employ 20 or more employees, and a charge must be filed within 300 days of the alleged discriminatory act.

A law that prohibits discrimination based on sex in the payment of wages for substantially equal work, requires that a lawsuit must be filed within two years of the alleged discriminatory act. The employer must employ at least one employee other than the employee complaining of discrimination. A charge may be filed within the same two year period but is not required.

EEOC accepts charges of discrimination from the public and depending on the circumstances, may take one or more of the following actions regarding a charge:

- Investigate to the extent EEOC deems necessary to determine whether illegal employment 1. discrimination probably has occurred;
- Attempt to work out a settlement of the dispute between the individual who filed the charge (Charging Party) and the organization accused of employment discrimination 2 (Respondent); or;
- Provide the Charging Party with a notice which permits him/her to sue the Respondent. 3.



EEOC Form 5 (11 Gase: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 13 of 118 PageID #:259 CHARGE OF DISCRIMINATION Charge Presented To: Agency(ies) Charge No(s): This form is affected by the Privacy Act of 1974. See enclosed Privacy Act FEPA Statement and other information before completing this form EEOC 440-2014-06531 Illinois Department Of Human Rights and EEOC State or local Agency, if any Name (Indicate Mr., Ms., Mrs.) Home Phone (Incl. Area Code) Date of Birth Mr. John P. Tucker (224) 420-9309 03-03-1959 Street Address City, State and ZIP Code 1325 Brummel Street, 1st Floor, Evanston, IL 60202 Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.) No Employees Members Phone No. (Include Area Code) LORETTO HOSPITAL 500 or More (773) 854-5320 Street Address City, State and ZIP Code 645 South Central Ave, Chicago, IL 60644 Phone No. (Include Area Code) Name No Employees Members Street Address City, State and ZIP Code DATE(S) DISCRIMINATION TOOK PLACE DISCRIMINATION BASED ON (Check appropriate box(es).) Earliest Latest COLOR RELIGION NATIONAL ORIGIN 09-09-2014 RACE SEX RETALIATION AGE DISABILITY GENETIC INFORMATION CONTINUING ACTION OTHER (Specify) THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): I was hired by Respondent on or about November 7, 2004. My most recent position was Mental Health Specialist. On or about September 9, 2014, I was discharged. I believe I was discriminated against because of my national origin, Sierra Leonean, in violation of Title VII of the Civil Rights Act of 1964, as amended. RECEIVED EECC OCT 0 2 2014 CHICAGO DISTRICT OFFICE NOTARY - When necessary for State and Local Agency Requirements I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. I declare under penalty of perjury that the above is true and correct SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE Oct 02, 2014 (month, day, year) Charging Party Signature Date

Tel 312) 869-8010 1

#### LORETTO HOSPITAL DISCIPLINARY ACTION FORM – SEIU HCII

	ee Name <u>John Tucker</u> Posi	Data	September 9, 2014
epartr	nent Behavioral Health	Date	<u>general</u>
iscipli	nary Action:	П	Suspension
	Oral Reprimand		Discharge
	Second Written Reprimand	X	
l.	Description of Incident: (describe the identify the policy, rule or standard vi		
	On Tuesday, September 9, 2014, at appr the Administrative Supervisor on the 8 <sup>th</sup> behavior is considered a negligent and v customer service and hospital operations Conduct.	villful act that is s per HR Policy	2412 – Employee Discipline and
11,	Identify consequences of repeat violar Sleeping on duty constitutes job abando List previous disciplinary actions and		rants immediate termination.
п.	List previous disciplinary actions and	d dates:	ditating, listening to
III.	Employee Comments: Employee indicates he DRAISE SONG. STAKES he Textremely hold. No on	d dates:  WAS ME  had blan  e Reference	ditating listening to KET ON BECAUSE KE U FOR BREAK. No
IV.	Employee Comments:  Employee Comments:  Employee indicates he of the street of the str	d dates:  WAS ME  had blan  e Refrester  Yes  above discipling the employee.	ditating, listening to ker on the course the war for Break.  No  ary action was discussed with the
III.  IV.  Em em  Em	Employee Comments:  Employee indicates he of the street of	d dates:  WAS ME  HAD DIAN  Yes  above discipling the employee.  Pepart	ditating listening to KET ON BECAUSE KE U FOR BREAK. No

#### LORETTO HOSPITAL

#### POLICY

EFFECTIVE DATE: 1/96	SECTION: Management of Human Resources TITLE: Employee Discipline and Conduct	POLICY NUMBER 2412
REVISIONS: 3/99 1/01 3/05	AUTHORIZED BY:  Steve Drucker President  Steve Drucker	PAGE 1 of 7

#### PURPOSE

To ensure that all employees are fully aware of the standards of conduct expected of them and are treated fairly and uniformly if they violate these standards of conduct. Loretto Hospital has established a system of progressive discipline.

#### POLICY STATEMENT

Employees who participate in a collective bargaining agreement recognized by the Hospital are also subject to the terms of this policy. Where there are differences between this policy and the terms of the collective bargaining agreement, the agreement will govern.

Progressive discipline refers to the concept of increased severity in disciplining employees who repeatedly violate Hospital rules while performing work for the Hospital or while on Hospital premises. Written reprimands are given for initial, minor infractions of the Hospital rules; if violations are repeated or different more serious violations occur, progressively harsher discipline is imposed.

Loretto Hospital shall utilize a progressive disciplinary action which shall include the following levels of formal disciplinary action:

First written reprimand (verbal reprimand for bargaining unit employees) is the first level of formal discipline. The manager should point out the infraction and make sure the employee understands the rules, policies, and expectations. It should include recommendations on how the employee is expected to meet expectations in the future.

#### LORETTO HOSPITAL POLICY

POLICY SECTION: Hospital Wide EFFECTIVE NUMBER: DATE: TITLE: Use of Cellular Telephones in the Facility 2319 12/03 REVISION PAGE 1 of 2 AUTHORIZED BY: 2/05, 1/08 W. Suszek REVIEWED Safety Committee Chairperson 3/06, 1/08

#### PURPOSE:

To provide for a safe environment in patient care areas by avoiding potential electromagnetic interference risk to sensitive medical equipment. This policy shall define restricted areas of the hospital for the use of cellular telephones.

#### POLICY STATEMENT

Employees who participate in a collective bargaining agreement recognized by the Hospital are also subject to the terms of this policy. Where there are differences between this policy and the terms of the collective bargaining agreement, the agreement will govern.

Loretto Hospital will minimize the risk associated with this phenomenon by limiting the use of cellular telephones in Patient Dependent on Equipment locations [PDE]. A PDE location is defined as an area, which has equipment attached to patients where, if the equipment malfunctions, could cause or contribute to injury of the patient. The use of cellular telephones is prohibited in the following designated Patient Dependent on Equipment locations. Exceptions to this are hospital issued cell phones used by Nursing.

- Patient Rooms
- Surgery / Recovery Units
- Intensive Care Units
- Emergency Department
- Elevators

Due to the potential violation of patients' rights from a medical and health information standpoint, taking pictures with cell phones is strictly prohibited.

Second written reprimand is used after a first written reprimand (verbal reprimand for bargaining unit employees) fails to change conduct or performance. A second written reprimand may lead to a more serious discipline, up to and including discharge if the problem is not corrected.

Suspension without pay for a given period of time can be given:

- As a disciplinary measure either for a serious first-time offense or as part of progressive discipline either after or in lieu of discharge.
- During an investigative period when discharge or disciplinary suspension may result. Suspension under these circumstances shall be viewed as "suspension pending investigation." A suspension pending investigation is not disciplinary in nature. Whether or not an employee will be paid for time off during a suspension pending investigation depends on the outcome of the investigation. If the investigation reveals that discipline or termination is not justified, the suspended employee shall be returned to duty immediately and paid any wages lost during the suspension. Further, all documentation relating to the suspension shall be removed from the employee's personnel file.

Disciplinary and investigative suspensions are usually limited to three consecutive work days; investigative suspensions may require additional time to complete an investigation and obtain approvals. All employee benefits remain in effect.

**Discharge** is appropriate for certain first-time offenses or after previous efforts at progressive discipline have failed. The manager must consult with the Associate Vice President of Human Resources before discharging an employee.

The above steps may be entered into at any stage, up to and including suspension and discharge, depending on the severity of the infraction and/or Hospital policy violated.

Disciplinary actions that will directly result in suspension or discharge must be reviewed by the Associate Vice President of Human Resources and the appropriate Vice President.

The discipline policy applies to all employees. New employees in the probationary period are subject to this policy. However, management need not take these employees through the entire course of progressive discipline prior to termination.

Violation of Hospital rules and regulations are classified as:

- Critical offenses
- Major offenses
- Serious offenses

#### Minor offenses

Normally, discipline should be administered by the employee's immediate supervisor or a higher level supervisor in the same management chain.

Violations of different rules are cumulative.

All disciplinary actions, up to including termination, shall be recorded on the Disciplinary Action Form. Documentation shall include:

- a. A description of the problem and relevant dates and details
- b. Identification of the policy, rule or standard violated.
- c. Consequences of repeat violations or continued poor performance.

Employees shall receive disciplinary actions within a reasonable period from the time of the infraction (within 30 days). However, circumstances preventing a timely issuance of a disciplinary action shall not be cause for not taking action.

Employees' refusal to sign a Disciplinary Action Form shall be witnessed by both the Manager and a witness and so noted on the form.

Hospital recognized bargaining unit employees shall be offered union steward representation.

An employee shall receive a copy of all official disciplinary actions issued to him/her.

An employee may appeal any disciplinary action by filing a grievance — see Grievance Policy/Procedure.

Disciplinary actions issued within a twelve month period from the time of the first infraction shall be considered for purposes of further disciplinary action. Exceptions to the twelve month time period shall include disciplinary actions issued which have resulted in lost time (i.e., suspensions). These disciplinary actions may be considered when serious infractions beyond the twelve month period occur.

For the purposes of this policy, a year is defined as a consecutive, rolling, 12-month period.

#### Special Resignation Situations:

The following circumstances constitute a voluntary resignation by an employee; however, the Hospital reserves the right to declare infractions as such as grounds for discharge. While the supervisor must initiate the termination paperwork, they are not a cause for progressive discipline:

- An unreported absence for three consecutively scheduled work days.
- Failure to return after a leave of absence.

Job abandonment by leaving Hospital premises without written permission of their supervisor/manager.

 Refusal to accept an offer of same or comparable position (which makes reasonable accommodation as may be required by law) when released to return to work after illness, injury or family/medical leave.

#### **Employee Conduct**

#### Critical Offenses

Critical offenses are misconduct or violations of Hospital rules which may justify immediate termination. The employee shall be suspended immediately (usually no more than three work days) while the incident is being investigated by Hospital management. Examples of critical offenses are:

Dishonesty, theft, cheating or fraud. 1.

Using another employee's I.D. card to swipe that person "in" or "out" for payroll purposes or giving your I.D. card to another person for the purpose of swiping you "in" or 2. "out" for payroll purposes.

Employees photocopying their I.D. badges and/or making a computer copy of the I.D. 3.

badge bar code.

- Threatening, intimidating or coercing patients, customers, employees or others. 4.
- Unauthorized possession of weapons, firearms or explosives on premises. 5.

Conviction of a felony while employed. 6.

Negligent or willful damage of Hospital equipment or property. 7.

Physical or sexual assault, which may include offensive touching of any person during 8. working hours or on Hospital premises.

Deliberate or negligent omission, or falsification, of significant information on the employee application, time records/reports, Hospital records, benefit forms, or other 9. Hospital related documents or reports.

Use, possession, sale or impaired performance due to the use of intoxicating, illegal or controlled substances of any kind on Hospital property while on work time. 10.

Refusing to submit to drug testing when reasonable cause exists regarding the use of a 11. controlled substance.

Negligent or willful acts or conduct detrimental to patient care, customer service or hospital operations or which result in neglect or abuse of any patient or others. 12.

Refusal to perform assigned duties.

Misuse or unauthorized disclosure of confidential information, including unauthorized 13. access or copying Hospital records (including patient medical charts or personnel files), 14.

- unauthorized release of customer information or other Hospital data.
- Sleeping on the job constituting abandonment of duty. 15.
- Willful violation of safety standards or other standards, which compromises the physical 16. well being of patients and employees or which could result in major damage to equipment. Includes smoking in all buildings and/or areas where combustible/flammable materials are stored, failure to wear seatbelt while driving Hospital vehicles and failure by driver to ensure that others in Hospital-owned vehicle are wearing seatbelts.
- Absence without notice for three consecutive scheduled work days. 17.
- Unauthorized recording (audio and/or video) of Hospital business. 18.
- Other extreme instances of improper conduct not specifically listed. 19.

#### Major Offenses

Major offenses are lesser violations than critical offenses, but may require disciplinary suspension from work for a first offense (no more than three work days). Examples of major offenses are:

- Gambling on Hospital premises. 1.
- Refusal to work, without a good reason, when needed in times of emergency call-ins, 2. disaster, etc.
- Willful misconduct.
- 3. Willful misuse of computerized applications controlled by the Director, Information 4. Systems.
- Verbal abuse. 5.
- An act of harassment. 6.
- Absent without notice one day. 7.
- Soliciting and/or accepting money, loans, tips or financial remuneration of any kind from 8. patients, family members, vendors or customers.
- Other major instances of improper conduct not specifically listed. 9.

#### Serious Offenses

Serious offenses do not justify immediate discharge or suspension, but require disciplinary action. Examples of serious offenses are:

- Performing work other than Hospital assignments during working hours. 1.
- Failure to use safety devices; failure to comply with safety precautions. 2.
- Failure to report an on-the-job accident. 3.
- Interfering with, or distracting, an employee at work which does not constitute 4. harassment.
- Eating food prepared and intended for patients or for cafeteria sale, 5.
- Use of vile, intemperate language. 6.

- Possession of another employee's ID card and/or misuse of own ID card. 7.
- Posting, altering or removing any matter on bulletin boards on Hospital premises unless 8. specifically authorized to do so.
- Failure to follow Hospital smoke-free policy. 9.
- Removal of Hospital property from premises without written authorization. 10.
- Other serious instances of improper conduct not specifically listed. 11.
- Fails to swipe in and/or out when leaving building for lunch. 12.

#### Minor Offenses

Minor offenses are violations of Hospital rules which require disciplinary action in the form of written counseling. Examples of minor infractions are:

- 1. Loitering.
- Failure to report to work or return from breaks on time, which does not constitute 2. tardiness.
- Occasional carelessness. 3.
- Failure to perform assigned duties in appropriate manner or at assigned times. 4.
- Failure to wear prescribed uniform or apparel or adhere to the standards of dress, hygiene 5. or grooming.
- Attending to personal affairs on Hospital time, including personal phone calls or visitors, 6. without permission.
- Creating or contributing to disorderly or unsanitary conditions. 7.
- Horseplay, running, scuffling or throwing objects of any kind on Hospital property. 8.
- Taking breaks or eating in patient rooms or unauthorized areas. 9.
- Failure to observe parking and traffic regulations on Hospital premises. 10.
- Actions or attitudes which adversely affect Hospital operations, patients or others. 11.
- Other minor instances of improper conduct not specifically listed. 12.

#### RESPONSIBILITY/AUTHORITY

Employee	Responsible to adhere to the policy
----------	-------------------------------------

#### Department Director/

#### Responsible for enforcement of the policy. AVP of Human Resources

employees.

Responsible for overall compliance with Policy Guidelines and recommending any Policy exception to the President/CEO.

President/CEO

Authority to make exceptions to Policy.

Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 23 of 118 PageID #:259

# LORETTO HOSPITAL STATEMENT OF JOHN JUCKER

I was asked by charge wasse 1 4831 Cd to work on the Steffort Last night put Supervisors Julianna Teguest - I worked partients and I was not given any break Since that is the usual procesice. And ar 03:45 Am & derided to pray to my lord, I formed on the Computer to a grayer has & was Sistering to the Frayer Called Praise my Lord, double double While down this I decided to mediate ad of was dut up Thas time The nubsing Supervisit, Juliana al a Otrafea Come on and took my Profuse Wolfand my Prwaly, Consent and thereby in value my Prwaly, my amendment typh plan, alministration as assure the Probable in the forministration es las of the prefase to fermade my en playment will out only Busy Marand ) min year

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MENER POLICY

#### LORETTO HOSPITAL POLICY

12/03	SECTION: Hospital Wide  TITLE: Use of Electronic devices in the Facility	POLICY NUMBER: 2319
REVISION 2/05, 1/08, 12/14	AUTHORIZED BY:	
Reviewed 3/06, 1/08	Sonia Mehta, MD President/CMO Date:	

#### PURPOSE:

To provide for a safe environment in patient care areas by avoiding potential electromagnetic interference risk to sensitive medical equipment. Non-work related electronic devices are a distraction for safe care of our patients. In order to provide vigilance necessary to provide safe care and high quality care to the patients at Loretto Hospital, personal electronic devices are prohibited in patient care areas. This policy shall define restricted areas of the hospital for the use of cellular telephones.

#### POLICY STATEMENT

Employees who participate in a collective bargaining agreement recognized by the Hospital are also subject to the terms of this policy. Where there are differences between this policy and the terms of the collective bargaining agreement, the agreement will govern.

- 1. Devices that are prohibited from use in patient care areas of units/departments
  - Cellular phones or messaging devices
  - Portable electronic games
  - Personal Laptop computers/ tablets or E Readers
  - Music, MP3 or video players
  - Head phones, headsets or Bluetooth devices
  - Video Cameras
  - Any other non-work related electronic device
- 2. Due to potential violation of patient's rights from a medical or health information standpoint, taking pictures with cell phones is strictly prohibited
- 3. All above mentioned devices will be secured in caregiver's lockers during assigned work

### Loretto Hospital is Cellular Friendly

"Please use cellular telephones with concern and privacy of others"

February 17, 2005

To:

Physicians

Department Heads

From:

Willie Suszek

Chairman, Safety Committee

Subject: Cellular Telephones

With cellular telephones becoming more pervasive in daily life, Loretto Hospital recognizes this and will give doctors, patients and visitors more freedom to use this wireless instrument. However, photographs may not be taken with cellular telephones equipped with camera features, without prior Administrative approval.

Effective with the memorandum, cellular telephones may be used in non-clinical areas of the hospital such as corridors, entrance lobbies, cafeteria, waiting rooms and outpatient areas by doctors, patients and visitors.

However, the ban on use of cellular telephone in patient care areas will remain in effect because they can produce electromagnetic radiation. Cellular telephones cannot be used when in close proximity [five feet or less] to patient monitors and other sensitive medical equipment.

Hospital policy defines patient-care areas as patient rooms, surgery/recovery units, intensive care units and emergency department.

When using cellular telephones in the hospital, please make sure that you will not disturb others, especially our patients. The mobility of cellular telephones makes is possible to move to a private place, if your conversation may offend/disturb others or does not concern them. It is also suggested, that anyone using a cellular telephone employ discretion when placing/receiving calls and making certain that patient confidentiality is preserved.

Employees shall keep cellular telephones in the off position while on duty and inpatient care areas. Hospital policy number 2432/HR-8572[Personal Telephone Calls To/From Employees] shall remain in place outlining additional guidelines for personal telephone use by employees. Employees may only use cellular telephones while on break/lunch periods.

You may contact me at extension 5358 with any questions/comments.



In a hurry? Self-service kit ske offer quick and easy check-out. Any Retail Associate can show you how.

. .... com/shop or

Gase: 1:15 co 05/479 Document #: 1 Filed: 06/19/15 Page 27 of 118 Page ID #:259

Sherre Vendong Cup 26th September 2014

George Com.

The Chief Executive

Officer

Lot etto Hospitel

Chief IL 60202

Deat Sit / Margan

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Cabe: 1:15-c 05479 Document #: 15 Filled: 06/19/15 Page 28 of 118 Page 1D #:259 Proposed. We Alle the proposed picture of plotograph on the internet all a copy which he gave to our Jerome Philips Dissertar Beloviore tratte. Mr. Jeronne used the freque s evidence to termmete my Serve Everthough & Hold In that I was read at 1 M sol total to said . We 2 chave what they used to evadence Was Mongfully Statement and Propessed to the infetred wat out my Consent -every Leading to breach of my tight to frwary white also wherefees with ny fourth that and ninet Amendment Tights of the united States Constitution. The union Stewart Jenning did file a sasverce with your Administration and I called your Helephore Severel times ( I ever spore to your Secretary at one (me) but of seens you ignered all of s. So, gan now have only few days to address this matter as a family other wise the marked will propried to

Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 29 of 118 PageID #:259 look forward to hear of Proces

CR Notes

John Tucker v. Loretto Hospital 440-214-06531

Susan Smith, Investigator

Oct 2, 2014

PCP hired Nov 7, 2014 – in 2008 – took 6-7 months off for heart problems – and then returned to work. Other than that – no breaks.

PCP said no disciplinary actions during his whole employment. He always received good evaluations. PCP said Director, Jerome Phillips, PCP direct supervisor – been there a year now.

PCP said he is Sierra-Leone, West African.

Juliana Ndauwa (Nigerian – she was nationalized)

PCP said that he was terminated Sept 9, 2014 – for sleeping on the job – PCP said he was working on 8<sup>th</sup> floor by himself and no one else on floor to work with him – he said he was very cold. PCP said he was praying and put head back to remove evil around him – he had blanket on him because of cold. PCP said he put computer on with prayers. PCP said Julianne came in and took his picture on her phone and told him to go home b/c very tired. He was on overtime – they had no one – someone went home at 9pm b/c he had headache. PCP said he did not want to stay told them very tired – said to go up there.

PCP said he was not given a break – Julianna was suppose to schedule someone for break but did not. He was left up there all by himself.

PCP said this was the first time – said sleeping on the job. He said he was not but even if had been....

PCP said other Americans caught sleeping and they were only given verbal warning – not terminated. John Kelly (African American), Tammy Norwood (African American), Kena Olu (African American), and Sonia Morton (African American) – they were all caught sleeping on job. John was sleeping right under camera and Julianna caught him and only verbal warning.

Olaniyi Alli Belogun (from Nigeria but born in US) - male Nurse Manager - Assistant to Jerome Phillps, Director.

Belogun has gotten rid of 4 Africans – Timmy, Anduka, Margaret, Ruth – all Nigerians – and left African American

PCP said Sierra-Leone and Nigeria at war – regarding diamonds – some animosity between two areas.

PCP feels Juliana – did this to him b/c from Sierra Leone and b/c he got a lot of overtime – and she was jealous.

PCP said after took picture Alli-Belogun showed pictures to counselors and one Timmy Jones stood up for PCP.

PCP said he filed with union Jennie LNU – union steward – she is very angry for PCP and is trying to help him – grievance is still pending. Company does not want to pay attention to union. Jennie has additional information and would assist in any EEOC investigation.

PCP was advised of his right to file and the 300 day filing limit. PCP decided to file at this time. PCP checked race and national origin – he decided not to file on race – only national origin.

#### PRE-DETERMINATION INTERVIEW

From: VS To; File Jan. 15, 2015

Charging Party: John Tucker Respondent: Loretto Hospital EEOC Charge: 440-2014-06531

Informed CP he is contacted for a PRE-DETERMINATION INTERVIEW to inform him that the evidence obtained during the investigation is that he admits the infraction resulting in his discharge and a non-Sierra Leone staff was treated the same. Informed CP based on EEOC's limited resources and the evidence obtained during the investigation a finding of no violation will be recommended. CP was advised he has five (5) days to submit additional information.

CP was advised that EEOC procedure is that EEOC management makes the final decision on additional information and whether evidence obtained supports a violation of law. CP was advised that if EEOC management determines there is no violation of law, CP will be issued a no violation letter of determination which document will also serve as his NRTS. CP was advised he will have 90 days from receipt of NRTS to file suit against the employer in Federal District Court, and if he does not file suit within this 90 days time his right to sue will be lost.

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#### Position Statement Reviewed With Charging Party and Charging Party Rebuttal

From VS To: file Jan. 15, 2015

Charging Party: John Tucker Respondent: Loretto Hospital EEOC Charge: 440-2014-06531

#### Position Statement

Discussed R's position with CP that wwas not discriminated against due to his national origin. CP was photographed sleeping on the job and discharged for sleeping on the job.

Rebuttal

CP admitted the photograph in file of a man sleeping is CP. CP stated that he was not asleep but is instead meditating. CP admitted that meditating on duty is against policy. CP identified an American black, national origin, non-Sierra Leone, who was discharged for sleeping. CP alleges the employee sued R for photographing her without her consent and she got her job back.

#### Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 34 of 118 PageID #:259 GRIEVANCE FORM

#### SEIU HEALTHCARE ILLINOIS/INDIANA 2229 S HALSTED

CHICAGO, ILLINOIS 60608 \*

Telephone: 312.980.9000 FAX: 312-784-3179

DATE 919114

919411		
NAME OF EMP	PLOYER Loretto Hospital	7
	UCKen Employee I.D. #	*
Job Classification MHS	Home Phone #	The second second
Immediate Supervisor Jerone		
Union Steward/Rep. Sherie	Steward/Reps.  Bluck Work Phone #	
Nature of Grievance (include dates)	John Tucker was ton	minated.
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	4	
Article and/or Rule Violated		
Remedy Sought	MADE whole	
		4
Date Answered at Step 1	Supervisor	
STEP II	F 1	
Date Submitted	Employee Signature	Ą
	Steward	
A norman Stan II	Signature	•
Answer Step II		
	***************************************	
	Dept. Head	
Date Answered	Signature	
STEP III		
Date Referred to Step III	Steward Signature	* 4
W	Union Rep.	
Received **	Signature	



# Note to Management: Loretto Is A Union Shop!

Over the past few months, Loretto management has NOT been following our Union Contract! We understand that we have new management, but we need them to understand that this is a Union facility and it is their responsibility to learn how to work with us.

Some of the most common practices that have repeatedly been abused time and time again are as follows:

- Low census: Not following the order of retention by seniority by shift. This is basic language in a union contract. Abiding by this language is something that takes little effort to do.
- Union workers being low censused so that non-union employees can do their work is unacceptable.

Let management know that you want them to abide by our contract.



# DE, E.O.C REPRESENTATIVE HAMPLING

MRS VICTORIA SHEALEY TEL 312) 869-8079

Emay - Victoria . Sheakey @ ceoc. Gov.

please Note: - Mrs Stealey Want me to sind ofer an email before Wednesday 1/20/15 requestup for the Type to She dolument for my to request the Type to She dolument the matter will properly to EBOC Management for delision making.

21 HEAD OF THE LORETTO HOSPITAL ) MENTAL HEALTH SPECIALIST UNION OR

MISS BETTH

TEL 312) 617-7905. For More
uprimetris about—The unite please contest

mass Bett on the above felephone number

35 UMION STEWART | UMION REPRESENTATIVE
AT LORETTO HOSPITAL AND WHO FILED
THE GRIEVANCE WITH THE HUMAN
RESOURCE AT LORETTO HOSPITAL 1S
MISS JENNINE

TEL 773) 704 - 7045, For Copy of the green are and formation where the state and stall works for Laretto, please contact terror works the above rumber.

47 PRECEDENT CASES OF PEOPLE CAMBAT SLEEPING ON THE JOB

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Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 38 of 118 PageID #:259

5 # floor Employees at Lacetta Hospital (34M Worky) DAN the Monitor Tech Caught Sleeping. GOA

Saloring monitor Tech got Caught sleeping.

Tommy Norwood the CNA got Caroph Sleeping

Kenya De a nunse 80t Caught Sleeping Laura a nurse got Cought Sleepins massan a nuise got Coughe

LOTE OFFICE DR SONIA MEHTA

DRECTOR OFFICE

TEL 773) 854 - 5000

MOTE: - A Letter of Complant was sent

to far by Cartified man.

HUMAN RESOURCE DIRECTOR 27 Formely: Amy. I did complained to her on 9/18/2014 et 10:20 Am. but left facility or 9/19/2014. Ste Promised to Call for a meeting between but ween my self and Administration but she did not. She hander told me that haretha do not love a policy that Says
Supervisors can take temployees protuce
supervisors with their Personal Cellpha For Comment, you can freel Amy resource offece

on Tel Mr: 773) 854-5042 Behavia Department's Directu 13) Mr Jerome Phillips, Le Signed my discharged paper but he advised me to pursued the mapper belouse there were some issues enterved or, and eterminetize that more not cleated enough. To read him for Comment, you did 773) 854-5320 and ASK to be Connected with Jesome Phillips.

HI Nouse manages for there week

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The right to dake employees produces usile delargap to en Supervesory duties. I then asked hi- for a copy of Laterto Hospital Policy where it shipshode that Supervisors can take employees platos as protures even usen in interfers With the Fight of Frwaly, the was unable to send that frester and he did not give me the postery. For Comment, you con teach mr All programme All, Balogue or Tel Mo: - 773) 854-5320 or 773) 854 - 5310.

5) Mar Smy Supervisor?—

Mrs Juliana Mdaywa — Iris is a

nigerie tedy who took my Profuse with

fet cell place on 9/8/14 am 03:45 Am

Hittorian my Consent, fear it to fet

nigerian britter, mr. Alanyyi Alli Balagua

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to an criminate me and slad me terminated

L strongly believe that a kind of

Conspicacy resulted in my terminated

Letween Juliane Mdaywe and me

between Juliane Mdaywe and me

Juliana, She was a nurse so the 5th who belome musling Supervisor. And allocating to out union Stewart Mrs Jenny she told me that Juliana lersely wised to 31 cep when she was a floor nuise. And ever since, she belowe muse supervise, she always contch people sheep and a word on the Job but she never say a word to ther, may be, belowle they are born Americans. One guy, an employee coyed John Kelly was caught by Juliana apper a nuese contrel Jessica reported to nursup office that John Kelly Was
sheep up tight under the Camera but be was not terminated and is SAM work of, And occorded to Journe Juliana du Catal Amo other employees One n'the Crisis office Emmesty For and the other on there west with Lack office Sleeping but she did not disupline These people. For further Comment, you may reall! -Juliane Midaywe on Tel 773)854 -EZOX. and Mrs Ferral or 12

· Me: 773) 704-7045, mrs Jenny my due had vous of books stop you Congst Steeping and not testimonated and are sty Worky Just belance they are Americas: 6] IF you look ands the Hospidal camera, you was surely find employees Steep of under the Commerce while in Laumays, day toom and nucses Station. That is a common proefice or Lorento Hospital and Indiana Bent a muching Supervision win see these though and turned a blind eye to them. Indianes of some people steep most often while at work 'esc 1) John Kelly MHS 21 Lacque Knorzo, mHS 37 manrice m49 Rute - RM 245 5) OLA - RH Emmanuel Helake m#5 Beyond - MHS Rotieme . O. - MHS. wate presson mys

Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 44 of 118 PageID #:259

To some war to implicate my completes 30 please use these names only for informational fortage. The trade out more about people contract of the Steeping on Lacetto Jet, please contract The following people: #17 mrs Jenny, Tel Mo 773) 704-7045 \$2) Emmanuel - Tel 708) 469-7404 #37 EFIC - Tel 312) 607-9111 \$47 ROHMI - TY 1847) 490-0514 Samuel Bonda - Tel 1-574-383-2211 R 57 Samufa - Tel 1-312) 388-8835 11mmy Jones - Tag 773) 225 - 6135 #7) Lynda Robinson, 1et 773) 449-8167 Bos Hunt - Tel 847) 626-8398 Horald, RH - TH 773) 854-5320 97 Jessica, RH - Tel 773) 854-5310. to) Margarett Pel 773) 317-8447

So tokup not allown hall the above, I now feel Loretto Policy Singled me out by letter their Supervisor takes my preture with her Cell place, processed un on the externet used it is evidence in on the externet used it is evidence against me and have me ferminated While atte atter Land, when she see The Americans steepy, she don't take there there there the terminated. Sp, by Juliana Singlying me out base or my origin, see See Las discriminated me and has also envaded my right to Frusey with ch without with with wing # 5th one of the Amer diment typher! So I I wer the BEOC mostigete this

above. This fee does not extend to a second trial and/or appeal proceedings and does not include any investigation, administrative, medical or litigation costs. Additional fees to be agreed upon by the parties shall cover any second trial or appeal.

- 5. Client is further advised that the fee based upon an hourly rate and/or the fee set forth in paragraph 1 above, may be greater than the recovery, if any, by the client. Client shall acknowledge agreement to this by his/her initials, here.
- 6. Client will pay all costs in full when billed. Costs include all out-of-pockets expenses advanced by attorneys, including but not limited to, all litigation, administrative and investigation costs. Online research costs are billed at a rate of \$ 1.50.00 per minute, per online session. Client hereby agrees that attorneys can expend whatever out-of-pocket costs as are reasonably necessary to litigate the case. This includes, without limitation, the following: postage, copy costs (.25 per page), fax, online research, long distance telephone calls, all court fees, deposition costs, expert fees and all other litigation expenses. Client is responsible to attorneys for any costs incurred in the litigation of the cause of action regardless of the outcome of the action. Further, client is hereby put on notice that if he/she loses the case he/she may be responsible for the opposing party's fee and costs.

### LIEN

7. Attorneys shall have a lien upon the cause of action, any judgment obtained and the proceeds of any recovery for their fee and for any costs and expenses, which they have advanced in client's claim. Attorneys may withdraw at any time legally permissible upon written notice.

### SETTLEMENT

- 8. Client and attorneys further agree that they will make no settlement without the approval of one another. Client is advised that the time spent on cases can be extensive, and that the client's attempt or desire to settle a case for less than its true value would cause the attorneys to take an unnecessary monetary loss on a case. Thus, the attorneys reserve the right to refuse to settle a case where it is not in the best interests of both the attorneys and the client.

### MISCELLANEOUS

- 10. Any related matters not expressly covered by this agreement such as defense of a counter-claim may be at an additional fee as agreed upon by client and attorneys.
- Should client discharge attorneys, he/she agrees to reimburse attorneys immediately for all costs advanced and to pay attorneys a fee for the work they performed based on the relative amount of that work compared to any subsequent work done by others in processing the case to completion. This method will be used to measure the reasonable value of services provided. If

attorneys have obtained an offer of settlement, the fee shall be, at the time of such offer as calculated in paragraph 1 above.

- 12. In the event that attorneys settle client's claim and client cannot be reached by telephone or through the mails, client hereby grants to attorneys a Special Power of Attorney to sign his or her name to any release, draft, authorization or any other document issued or which may be necessary to settle client's claim. Client's name signed by attorneys shall have the same force and effect as if signed by client himself or herself. Under such circumstances, attorneys agree to maintain a copy of the draft or check in payment of any settlement and also to maintain client's share of the proceeds of the settlement in the attorney's Trust Account. Client hereby agrees to keep attorneys apprised of his/her current address and telephone number at all times.
- 13. The client acknowledges that attorney \_\_\_\_\_\_ has referred this case and is entitled to a referral fee. This will not impact the fee paid by client.
- 14. Client acknowledges that he or she fully understands the terms and conditions as contained in this agreement and receipt of a copy hereof.

DATED 1/19/2015

DATED /19/15

ED FOX & ASSOCIATES

Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 48 of 118 PageID #:259 **LORETTO HOSPITAL** 

### DISCIPLINARY ACTION FORM

sciplinary action: First Written reprimand Susp	"Any unexcused thall constitute of 5/13, 5/16, 5/1" or continued poor and, suspension and	dates & deta	work seven (7) ace of 24/13.
First Written reprimand  Second Written reprimand  Scription of incident: (describe the problem of policy, rule or standard violated.)  Silure to comply with Tardiness Policy #2447:  Inutes past the established start of shifts or ardiness." You were tardy 5/2, 5/5, 5/9, sometimes of repeat violations or cogressive discipline including second reprimary actions and dates:  The previous disciplinary actions and dates:	harge  n with relevant  "Any unexcused thall constitute of the constitute of the constitute of the constitute of the continued poor and, suspension and	dates & deta	work seven (7) ace of 24/13.
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16/10/11 6/20/17			
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	Administration		Date
itness (required in the event employee refuses to sign) Date			Date

John Tucker 1325 Brummel Street Evanston IL 60202 Tel: 224) 420-9309 21<sup>st</sup> June, 2013

Kasaundra Harold Manager Behavioral Department Lorretto Hospital 645 South Central Chicago IL

Dear Kasaundra,

### A Letter of Request for my records

Per our conversation yesterday together with Mrs. Jessica Philps Director, you and my self, I am here by requesting for copies of my record as follows: 1) a copy of the very letter or write up which you presented to me about me being absent from work three times in the month of May 2013. That write up, I believed was taken away by Mrs. Jessica Philps for amendment.2) Print out of my time and attendance sheet (punching in and out for the month of May 2013) 3) The letter of complained which was given to you by Mr. Josh, registered nurse about my self and Samuel Banda. I strongly believe a copy of that letter is in my file. 4) Any other write-ups or complain letter that you may have in my file whether it is formal or informal

I need these information only for record purpose and nothing else. Please, do not have any fear or suspicion over me requesting for my record. Thus, under the State of Illinois Administrative law commonly known as rule 147, employees have the right to request for their file provided the give their Administrators advance notice in writing. I look forward to hearing from you in due course

Sincerely,

John Tucker

Mental health specialist

Subscribed and sworn to before me

his day of

at Chicago, County of Cook, State of Illinois.

Notary Public

#GEEICIAL SEAL\*
ELIZABETH OGUNREMI
Notary Public, State of Illinois
My Commission Expires Jan. 25, 2015

Commission No. 744205

### NorthShore University HealthSystem Medical Group Department of Orthopaedics 1000 Central Street Suite 880 Evanston, IL 60201 847-570-2825

Merchant ID: 5423478

Term ID: 001

### Sale - Approved

Date: 01/20/15

Time: 16:01:58

Card Type: Visa

Entry Method: Swiped

Card #: XXXXXXXXXXXXX6112

Invoice #:

10

Approval Code: 080116 Customer Ref: 200437812

Amount

\$50.00

I agree to pay the above total amount according to the card issuer agreement. (Merchant agreement if credit voucher)

> After your visit, please ask your provider for the After Visit Summary (AVS)

> > Customer Copy

Receipt Number: 9820440

Date: 01/20/2015

### COPAY RECEIPT

NORTHSHORE UNIVERSITY HEALTHSYSTEM 1000 Central St Suite 880 EVANSTON, IL 60201 Phone 847-570-2570

Patient:

TUCKER, JOHN

Provider: HENTATI, AFIF

Guarantor: Pmt Source: Ref/Check

TUCKER, JOHN Credit Card

Acct #: 500762

080116

Amount: \$50.00

Payment Received By: LAS

Cashier Signature:

Term ID:

----

prd

Tue Jan 20, 2015 3:02 PM



### Mohammed Sajjad, MD Board Certified in Family Medicine

Mon, Tue, Thur: Fam - Spm | Fri: 8:30am - 12:30pm Sat, Sm: 9am - 3pm | Wed: Closed

2017 S. Western Ave. Chicago, IL 60608

Ph: (773) 847-7878 Fax: (773) 847-7879

Walk-ins Welcome

Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 53 of 118 PageID #:259 Name: John Tucker | DOB: 3/3/1959 | MRN: 200437812 | PCP: Ayman M Jabr, MD

### Sent Items

These are the messages that you sent to your physician office. You can view the complete text by clicking on the message.

Messages in bold have not yet been read.

Subject	То	Sent
Gubjeet		02/18/2015 3:52 PM
Medication Renewal Request	AFIF HENTATI, MD	02/18/2013 3.32 1 111

e:Vision Portal Page 1 of 2

She of Reports and Processes (4)

### Programme of Study Information 2013/4

MSc Psychiatry (eLearning): You have completed Confirmation of Programme of Study for 2014/5.

Academic Details for Current Programme Year 2014/5

Click to view information about School Enrolment / Induction - Medicine

### Transfer Request Facility

This facility can be used to request a Programme Transfer to take effect IMMEDIATELY from MSc Psychiatry (eLearning) to a different Programme. Academic advice and support MUST be sought from the relevant School(s) prior to submitting a request for a transfer.

Request an IMMEDIATE Programme Transfer

This facility can be also be used to request a DEFERRED Programme Transfer, i.e. to WITHDRAW from your current Programme NOW and to start a new Programme later in the current academic year (2014/5), or to defer to the next academic year (2015/6). Academic advice and support MUST be sought from the relevant School(s) prior to submitting a request for a transfer.

Request an DEFERRED Programme Transfer

Apologies, but due to very high demand, applications are now closed for the Autumn Semester except for those students permitted to select a free-standing module. Application for Spring Semester will open late in November. Please see Languages for all - Independent self-study for alternative options.

### Register to vote

Before you can vote in UK elections or referendums you need to register to vote. You are eligible to register to vote if you are 16 or over and British or a national of an EU or Commonwealth country.

Students are eligible to be registered at both home and term-time addresses. You can vote once where you happen to be on voting day.

You can register to vote by following this link: https://www.gov.uk/register-to-vote

You will need your National Insurance Number to register (if you have one). If you do not have your National Insurance Number you can register to vote on paper in the Students' Union.

Click here to remove this message

### Mobility

View Mobility Data

### University Residences

Access the University Residences booking and management system by clicking the link to the right.

University Residences

If you have accepted a room in University residences you will need to complete an online induction before your arrival in Cardiff. Click the link on the right.

University Residences Induction

### Personal & Contact Details

### Permanent Home Address:

16 Sumaila Street
Kenema
Sierra Leone
West-Africa
N/A
Tel: 011-232-77-20-9310
Mobile: 1-872--239-9031
E-mail:
SLeoneVendingCupCo@yahoo.com

Term-Time Address; 1325 Brummel Street Evanston Illinois Queries: studentrecords@cf.ac.uk, 029 2087 6211. [Ref: 1352828\_86626877 AMT6 STEP0130]

EXIT

### JOHN PHILLIP TUCKER

### ACADEMIC HISTORY - MSC PSYCHIATRY (ELEARNING)

MSc Psychiatry (eLearning) (PPMSPSIB)

Student Code:

1352828

Student Name:

John Phillip Tucker

Start Date:

23/Sep/2013

End Date:

Status on Programme:

Current- Year: 2

Programme Result:

MODUL	E RESULT				Agrand	Agreed	Result	Attempt	Date
Acad	Semester	1010-1	Module Name	Credits	Mark	Grade		110.	
Yr		Code		20	50	PM	P	1	08/Jul/2014
2013/4	Autumn	MET450	And Substance	30	50				
			Misuse		Sealer	DM	P	1	08/Jul/2014
2013/4	Spring	MET451	Psychosis And Mood Disorders	30	50	PM			

### MODULE AND ASSESSMENT RESULTS

Module results that have been confirmed by an Examining Board are shown below.

- where a module has been re-sat that has previously been failed, the overall module result
- accepted Extenuating Circumstances are indicated by a letter 'A' or 'B' after the assessment mark;
- grade only assessments will show a mark of 100 for a pass or 0 for a fail.

For a list of assessment grades and module grades and their meanings, please click here

If you think the data may be incorrect then please contact your School.

If you th	hink the data may be incorrect the	Start	Credits	Level	Mod Mark	7.00	Attempt No
Mod	Module Name	Year	Cicare			Grade	
Code	The second secon		30	L7	50	PM	1
	Organic Illness and Substance Misusement Title	2013/4	30		Weighting	Mark / Grade	Assessment Status
Assessii	lent ritio				70%	42 / F	Confirmed
Organic	- Final Exam						

### Task Questions

					5%	45 / F	Confirmed
	Virtual Patient 1				5%	53 / P	Confirmed
Organic -	Virtual Patient 2				5%	65 / P	Confirmed
	Virtual Patient 3				5%	100 / P	Confirmed
	- Contribution to Discussions				10%	70 / P	Confirmed
Organic	- Creation of a Vitual Patient				10/0		
Mod	Module Name	Start Year	Credits	Level	Mod Mark	Mod Grade	Attempt No
Code	Disamber	2013/4	30	L7	50	PM	1
MET451 Assessn	Psychosis and Mood Disorders nent Title	20121			Weighting	Mark / Grade	Assessment Status
					70%	45 / F	Confirmed
	OSIS AND MOOD DISORDERS - Final Exa				5%	43 / F	Confirmed
Psychos	sis and Mood Disorders - Virtual Patie	(IL )			5%	41 / F	Confirmed
PSYCHO	OSIS AND MOOD DISORDERS Virtual Pa	tient 2			5%	41 / F	Confirmed
PSYCH	OSIS AND MOOD DISORDERS - Virtual F	atient	l Dationt		10%	69 / P	Confirmed
PSYCH	OSIS AND MOOD DISORDERS - Creation	of a Virtua	Patient		5%	100 / F	Confirmed
PSYCH	OSIS AND MOOD DISORDERS - Contribu	ution to Disc	ussions		370	1	

View Correspondence for John Phillip Tucker

The View Correspondence link will open in a new window. Close the window to return to this page.

Please choose your next action then click on the 'Next' button.

Personal and Contact Details

Current Programme Year

Exit

Next

### Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 57 of 118 PageID #:259

e:Vision Portal Page 2 of 2

United States Of America IL 60202 Tel: 1-224-420-9309 E-mail:TuckerJP@cardiff.ac.uk

Update Address, Phone Number or Home

Statement of Personal & Contact Details

Update Emergency Contact Details

Update Name or Title

Update Date of Birth

Submit a query regarding your Personal Details Language for correspondence / laith gohebu

Language for correspondence / laith gohebu

### Academic Details

Statement of Academic History (Module Results)

Apply for an Interruption of Study

Notification of Withdrawal from Programme of Study

Submit a query regarding your Academic Details

### Requests for Proof of Enrolment etc. Letters

Request a Proof of Enrolment Status Letter Request a Bank Letter Request a Council Tax Certificate

### Correspondence from Cardiff University (from Mar08)

View Correspondence

### Finance Information

Statement of Your Tuition Fee and Other Debts

Make a Debt Payment via Credit / Debit Card Set up Direct Debit Mandate Print a Receipt for a Tuition Fee Payment Send an Email query to Finance



By authority of the Board of Trustees of the

and upon recommendation of the Innuto

## Juhn Millip Tucker

has been admitted to the Degree of

# Tarhelor of Arts in Tiberal Arts and Sciences

and is entitled to all rights and honors thereto apportaining this seventeenth day of March, neneteen hundred and minety-one. Witness the Leab of the University and the signatures of its Officers



Hesident of the Boyd of Trusteen

Michola M. Rongoon

Samos Die Hule

Fail (November)

Pass Pass

33 20

34

46

### Notification of Results

Session 2009 - 2010

Mr John Philip TUCKER 1325 Brummel Street

Illinois 60201 UNITED STATES

Evanston

UNIVERSITY OF LONG: External System Stewart House, 32 Russell Squa

London WC1B 5

Exam Centre: USA/CCTC/ILLINOIS/Skol

Result

Mark

Fail Fail

SRN: 927046912 Candidate no. 34537

Field of Study; LLB Graduate Entry - Route A Level I

Criminal Law 91 265 0010 Course

Common Law Reasoning and Institutions (New Syllabus) Public Law 91 265 0020

91 265 0031

Elements of the Law of Contract 91 265 0040

Graduate Entry Route A Level I - Overall Result (June) 91 265 99GA

The final results for each candidate are determined not only on the basis of the grades or marks awarded to the candidate in the individual elements of the examination, but also final results for each candidate are determined not only on the basis of the grades or marks awarded to the candidate in the individual elements of the examination, but also final results for each candidate are determined not only on the basis of the grades or marks awarded to the candidate in the individual elements of the examination. The grades and marks shown on this document are provided for the personal information of the candidate.

Various factors may be taken into account in arriving at the final result, such as the distribution of the marks awarded to the candidate over the various elements, the attention of the marks awarded to the candidate over the various elements, the attention of the marks awarded to the candidate over the various elements, the attention of the marks awarded to the candidate over the various elements, the attention of the marks awarded to the candidate over the various elements. weakness shown in certain elements in relation to that in other elements, and any special difficulties known to have been experienced by the candidate at the time will he examination (e.g. illness).

Notes:

email or phone

contact name:

Mr. Parker contact by phone:

312-214-4993

reply by email:

6cshc-4849357890@job.craigslist.org

### MENTAL HEALTH TECHNICIANS WANTED \$20.00 per hr

compensation: \$20.00 per hr

part-time

Mental Health Technician / Psych Tech

The Psych Tech will collaborate and assist in patient care with all members of the health care team with the coordination of the Registered Nurse (RN).

Provides direct patient care in the acute care inpatient behavioral hospital setting. Gives a basic level of general behavioral and psychiatric care to mentally or developmentally disabled patients/youths.

Conduct daily clinical rounds and monitoring of patients/youths with signs and symptoms of mental illness.

Communicates with Charge RN and co-workers as appropriate about changes in patient's clinical condition including vital signs, behavioral and physical symptomatology. Is able to respond quickly to changes in patient's status. Is able to perform basic nursing functions under direction of Charge nurse.

1st 2nd & 3rd Shifts Available

### FUNCTIONAL RESPONSIBILITIES:

Performs basic patient care activities for adolescent, adult, and geriatric patients as delegated by the RN.

### QUALIFICATIONS:

- 1. Bachelor's Degree in a Social Science or health related field required.
- 2. Previous experience working with mental health population required.
- Effective verbal and written communication skills.
- 4. Current CPR card, & Current CPI card, REQUIRED!!!

### WORKING CONDITIONS:

Unpredictable environment with wide variations in the types of patients, acuity levels, times of admissions/discharges and the number of patients/health care team members. Works in a standard patient care area with varying conditions.

State wages, tips, etc.  52383_16  125  125  135 attoory Retirement Third-party 14 Other employee Plan 15 State Employee's state ID num 15 State From 15 State Fr	c Employer's name, ridgress, and ZIP code LORETTO HOSPITAL AVE. 645 S. CENTRAL AVE. CHICAGO, IL 60644.	9 32a F ,1528 7	TO Dependent care benefits  10 No. 11	3 Allocated lips
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October 27, 2014

Mr. John P. Tucker 1325 Brummel Street, 1<sup>st</sup> Floor Evanston, IL 60202

John P. Tucker vs. Loretto Hospital, Control No. 151023-012

You are receiving this letter because you filed a charge with the United States Equal Employment Opportunity Commission (EEOC). The EEOC and the Illinois Department of Human Rights (Department) are parties to a cooperative agreement. Under this agreement, when you filed your charge of discrimination with the EEOC, a copy of the charge was automatically filed with the Department. The Department is keeping a copy of your EEOC charge on file to preserve jurisdiction under Illinois law.

Since you filed your discrimination charge initially with the EEOC, the EEOC is the governmental agency responsible for investigating the charge and the investigation will be conducted pursuant to the rules and procedures adopted by the EEOC. The Department will take no action on your charge until the EEOC issues its findings. After the EEOC issues its findings, if you want the Department to take any further action on your charge, you must send the Department a copy of the EEOC's findings within 30 days after service of the EEOC's findings on you. Please also send a one sentence written statement requesting that the Department investigate your charge and include the above Control Number. You may submit a copy of the EEOC's findings by either of the following methods:

By Mail: Send your EEOC findings and written statement via U.S. Postal certified mail, return

receipt requested, to: Illinois Department of Human Rights, Attn: EEOC Referred

Charges/Intake Unit, 100 W. Randolph St., Ste. 10-100, Chicago, IL 60601.

In Person: Bring an original and one copy of your EEOC findings and written statement to the

Department. The Department will stamp and return the copies to you for your records.

If you received the EEOC's findings prior to receipt of this letter, you have 30 days from the date of this letter to send the Department a copy of the EEOC's findings. Upon receipt of the EEOC's findings, the Department will mail you a notice as to what further action the Department may take on your charge.

The 365-day time period for the Department to investigate your EEOC charge is tolled while the EEOC is investigating your charge and does not begin to run until the EEOC issues its findings. Your failure to timely provide the EEOC's findings to the Department will result only in the Department closing your file. <u>This process</u> does not affect the investigation of your charge at EEOC. If you do not wish to proceed with the Department, you do not need to take any further action.

This letter does not apply to any settlement of this charge the parties have made with the EEOC.

If you have any questions, please contact Thomas F. Roeser, Pre-Investigations Coordinator, at (312) 814-6295. Please do not contact the EEOC.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS

CC Loretto Hospital 645 South Central Ave. Chicago, IL 60644

EEOC 30 Rev: 12/11

EDOC Form 161-8 (11/09)

Chicago, IL 60601

### U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

### NOTICE OF RIGHT TO SUE (ISSUED ON REQUEST)

c//o J Ed Fo 300 W Suite	Tucker onathan Ksiazek ox and Associates J. Adams 330	OF RIGHT TO COL (100	From:	Chicago District Office CEIVE 500 West Madison SE CEIVE Suite 2000 Chicago, IL 6066
Chica	igo, Illinois 60604-2505			BY:
	On behalf of person(s) aggrieved w CONFIDENTIAL (29 CFR §1601.7	hose identity is (a))		
		EEOC Representative		Telephone No.
EEOC Char	and the same of th	Victoria H. Shealey, Inv	estigato	or (312) 869-8079
440-2014	-00551		(See also	o the additional information enclosed with this form.)
Title VII of Act (GINA) been issued of your red	This is your Notice of Right to o	de' issued direct this		), or the Genetic Information Nondiscrimination NA based on the above-numbered charge. It has filed in a federal or state court WITHIN 90 DAYS (The time limit for filing suit based on a claim under
	More than 180 days have pas	sed since the filing of this charge	3.	
X		sed since the filing of this charge strative processing within 180 d	but I hav	ve determined that it is unlikely that the EEOC will the filing of this charge.
X	The EEOC is terminating its p			
	The FEOC will continue to pr	ocess this charge.		
Age Discr 90 days af your case	ter you receive notice that we have:	e completed dollar array	16 - ADI	any time from 60 days after the charge was filed untiles regard, the paragraph marked below applies to EA must be filed in federal or state court WITHIN based on the above-numbered charge will be lost.
	you may file suit in federal or	state court under the ADLA at t	ina time	60 days have passed since the filing of the charge,
Equal Pay in federal any viola		e right to sue under the EPA (filin	g an EEO	OC charge is not required.) EPA suits must be brought underpayment. This means that backpay due for ay not be collectible.
If you file :	suit, based on this charge, please	send a copy of your court compla	aint to this	office.
				Commission
Enclosu	res(s)	Julianne Acting Dist	Bowma trict Dire	Rowman 3/20/15 (Date Mailed)
CC:	c/o Michael G. Cleveland Vedder Price 222 N. LaSalle	1		

### Human Rights

Pat Quinn, Governor Rocco J. Claps, Director

October 27, 2014

Mr. John P. Tucker 1325 Brummel Street, 1<sup>st</sup> Floor Evanston, IL 60202

John P. Tucker vs. Loretto Hospital, Control No. 151023-012

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ILLINOIS DEPARTMENT OF HUMAN RIGHTS

CC Loretto Hospital 645 South Central Ave. Chicago, IL 60644

\_EEOC 30 Rev: 12/11

INTAKE UNIT

APR Z 0 2015

RECEIVED

Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 65 of 118 PageID #:259 1325 Brymmel Stree me Ty 224)420-9309 Evanstor IL 6020: 4 TH 872) 239-9031 20th April 2015 The Hymen Right

Department,

100 W ( Ron dolph Street, Chicago IL Der Sir/Modom Tucky v Lotello Hospital. Case No 440-2014-0653 I was sike you matter. to m vestigate It is Thanks John prugy

> Dept. of Human Rights INTAKE UNIT APR Z 0 2015 RECEIVED

Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 66 of 118 PageID #:259
U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Chicago District Office

500 West Madison Street, Suite 2000 Chicago, IL 60661 SEOC National Toll Free: (800) 669-4000

EEOC National Toll Free: (800) 669-4000 EEOC National TTY: (800) 669-6820 Chicago Direct Dial: -(312) 869-8000

Chicago TTY: (312) 869-8001 Mediation Fax: (312) 869-8060 Mediation Unit: (312) 869-8052

December 5, 2014

Ms. Amy Coleman Human Resources Generalist Loretto Hospital 645 South Central Ave. Chicago, IL 60644

Re: Tucker v. Loretto Hospital

EEOC #: 440-2014-06531

Dear Ms. Coleman:

Please be advised that because Respondent objected to mediation or failed to respond to EEOC's inquiry concerning mediation in the above-referenced Charge of Discrimination, the charge will now be forwarded to an enforcement unit for investigation. If Respondent has already submitted its response to the Charge and its evidentiary support, Respondent need not take any further action until after it is contacted by the EEOC investigator.

If Respondent has not submitted a position statement, then Respondent is required to submit its response to the Charge and its evidentiary support within forty (40) days of the date the Charge was received by the EEOC. The deadline for Respondent to reply to the Charge is stated in the "Notice of Charge of Discrimination" (Form 131) which accompanied the Charge of Discrimination. If the due date in the "Notice of Charge of Discrimination" has passed, Respondent's response to the Charge and evidentiary support are past due. In that case, Respondent must submit its response to the EEOC representative identified at the bottom of the "Notice of Charge of Discrimination" immediately.

If you have any questions, please contact the Commission representative named on the "Notice of Charge of Discrimination."

Sincerely,

Julianne Bowman
Julianne Bowman
District Director (Acting)

cc Mr. John Tucker 1325 Brummel Street, 1st Floor Evanston, IL 60202

### Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 67 of 118 PageID #:259



### U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION Chicago District Office

500 West Madison Street, Suite 2000 Chicago, IL 60661 PH: (312) 869-8000 TTY: (312) 869-8001 ENFORCEMENT FAX: (312) 869-8220

FILE REVIEWS FAX: (312) 869-8220

Mr. Jonathan R. Ksiazek, Esq. Ed Fox & Associates 300 W. Adams Street, Suite 330 Chicago, Illinois 60606

RECEIVED WAR 3 0 2015

Re: John Tucker v. Loretto Hospital EEOC Charge Number: 440-2014-06531

Dear Mr. Ksiazek:

I am in receipt of your written request for a copy of the file referenced above. IF YOU ARE THE CHARGING PARTY AND HAVE ASKED FOR DOCUMENTS FROM YOUR CHARGE FILE BEFORE YOU HAVE FILED A LAWSUIT BASED ON YOUR CHARGE, BY ACCEPTING THESE DOCUMENTS YOU AGREE THAT YOU WILL USE THEM ONLY IN CONNECTION WITH CONTEMPLATED LITIGATION AND WILL ONLY SHOW THEM TO PERSONS IN A PRIVILEGED RELATIONSHIP, SUCH AS A SPOUSE, CLERGY, OR MEDICAL, FINANCIAL OR LEGAL ADVISOR.

Also, please sign this letter at the bottom indicating that you agree to pay ALOHA DOCUMENT SERVICES for copying costs. After we have received this signed and dated form from you and had an opportunity to review the file, we will send the file to the copy service. IF A COMPLAINT HAS BEEN FILED IN FEDERAL SO THAT EEOC CAN DETERMINE IF THE COMPLAINT WAS FILED BASED ON THE CHARGE, if you have not already done so.

If we do not receive this signed form letter within 30 days of the date of this letter, the Commission will assume that you no longer wish a copy of the file.

Date: March 26, 2015

Sylvia Bustos

Sylvia Bustos Records Disclosure Coordinator

sylvia.bustos@eeoc.gov Phone: 312-869-8084

Fax: 312-869-8220

(PLEASE CHECK ONE)

I do not choose to review the file before it is copied.

-or-

I want to review the file before it is copied.

If you wish to review the file, review is by appointment only. You will be contacted to schedule an appointment; please be advised that you must bring picture identification with you for access to the office.

I agree to pay Aloha Document Services for copying the documents requested in the file and I understand that I will not be charged more than fifteen (.15) cents per page.

Date: 3/30/15

Signature W

312-345-8877 Phone number (with area code)

### INFOORMATIONPOMEEMPHICOVENDENFEODESCRIMINA

This information is being given to you to help you decide whether your employment problem can be handled by the United States Equal Employment Opportunity Commission (EEOC). The EEOC was created by Congress to investigate allegations of employment discrimination engaged in by private employers, public state and local governments, labor unions and employment agencies. The EEOC can only investigate allegations of employment discrimination because of one or more of the reasons listed below:

Your race,

Your color (darkness or lightness of skin),

Your sex.

Your religion,

Your national origin,

Your age (if you are 40 or older), or

Your disability (includes employer's belief that you are disabled),

Your genetic information (acquiring or use of)

Opposing or protesting an act violating one of the laws enforced by EEOC,

Participating in an investigation or proceeding relating to one of the laws enforced by EEOC,

Associating with someone protected by one of the laws enforced by EEOC.

Some of these terms may have different meanings under the laws we enforce than elsewhere. EEOC can provide you with information regarding the meaning of the terms concerning your situation.

The EEOC does not accept complaints of discrimination against the Federal Government. Such complaints must be filed with the EEO office of the agency alleged to have engaged in discrimination.

The EEOC does not investigate charges alleging unfairness unrelated to race, color, sex, religion, national origin, age or disability.

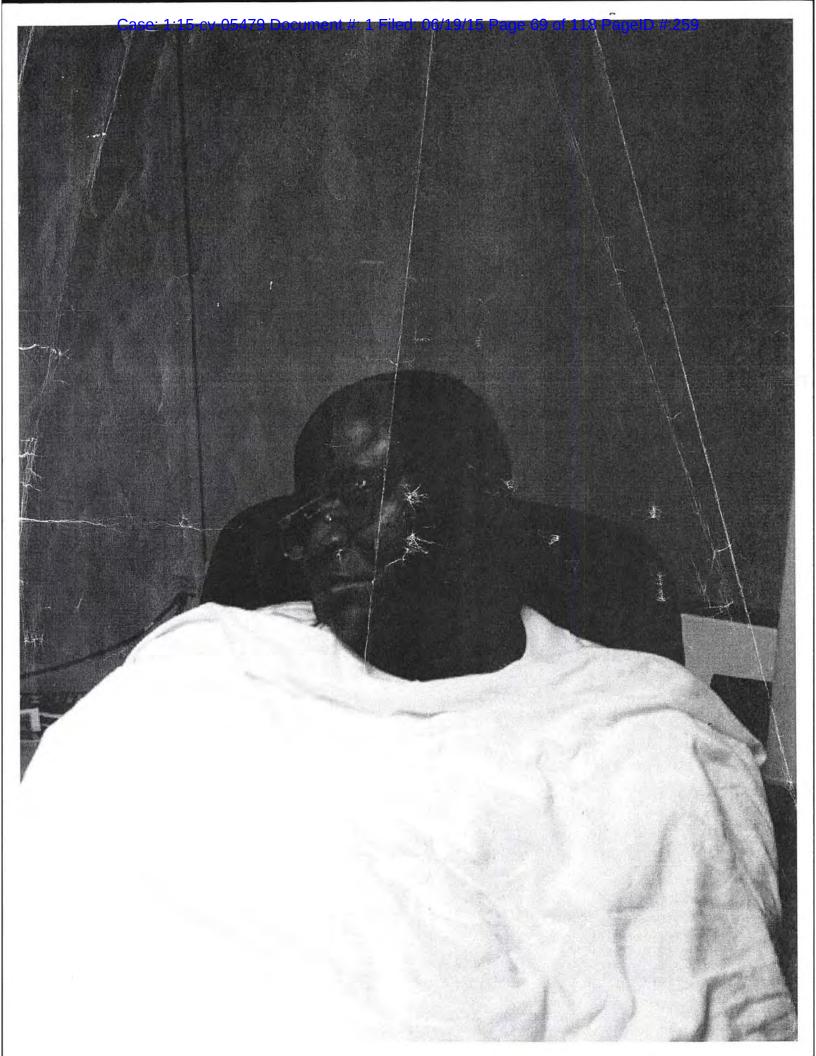
The laws EEOC enforces against employment discrimination based on race, color, religion, sex, national origin, and disability require that an employer must employ 15 or more employees, and a charge must be filed within 300 days of the alleged discriminatory act.

The law that prohibits employment discrimination against persons 40 years of age or older requires that the employer must employ 20 or more employees, and a charge must be filed within 300 days of the alleged discriminatory act.

A law that prohibits discrimination based on sex in the payment of wages for substantially equal work, requires that a lawsuit must be filed within two years of the alleged discriminatory act. The employer must employ at least one employee other than the employee complaining of discrimination. A charge may be filed within the same two year period but is not required.

EEOC accepts charges of discrimination from the public and depending on the circumstances, may take one or more of the following actions regarding a charge:

- Investigate to the extent EEOC deems necessary to determine whether illegal employment 1. discrimination probably has occurred;
- Attempt to work out a settlement of the dispute between the individual who filed the charge (Charging Party) and the organization accused of employment discrimination 2 (Respondent); or;
- Provide the Charging Party with a notice which permits him/her to sue the Respondent. 3.



EEOC Form 5 (11) Gase: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 70 of 118 PageID #:259 CHARGE OF DISCRIMINATION Charge Presented To: Agency(ies) Charge No(s): This form is affected by the Privacy Act of 1974. See enclosed Privacy Act. **FEPA** Statement and other information before completing this form EEOC 440-2014-06531 Illinois Department Of Human Rights and EEOC State or local Agency, if any Name (Indicate Mr., Ms., Mrs.) Home Phone (Incl. Area Code) Date of Birth Mr. John P. Tucker (224) 420-9309 03-03-1959 Street Address City, State and ZIP Code 1325 Brummel Street, 1st Floor, Evanston, IL 60202 Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.) No Employees Members Phone No. (Include Area Code) Name LORETTO HOSPITAL 500 or More (773) 854-5320 Street Address City, State and ZIP Code 645 South Central Ave, Chicago, IL 60644 No Employees, Members Phone No. (Include Area Code) Name Street Address City, State and ZIP Code DATE(S) DISCRIMINATION TOOK PLACE DISCRIMINATION BASED ON (Check appropriate box(es).) Earliest Latest 09-09-2014 RELIGION NATIONAL ORIGIN RACE COLOR SEX DISABILITY GENETIC INFORMATION RETALIATION AGE CONTINUING ACTION OTHER (Specify) THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)). I was hired by Respondent on or about November 7, 2004. My most recent position was Mental Health Specialist. On or about September 9, 2014, I was discharged. I believe I was discriminated against because of my national origin, Sierra Leonean, in violation of Title VII of the Civil Rights Act of 1964, as amended. RECEIVED EECO OCT 0 2 2U14 CHICAGO DISTRICT OFFICE NOTARY - When necessary for State and Local Agency Requirements I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. I declare under penalty of perjury that the above is true and correct SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE Oct 02, 2014 (month, day, year) Charging Party Signature Date

Tel 312) 869-8010

### LORETTO HOSPITAL DISCIPLINARY ACTION FORM – SEIU HCII

HIDIOY	ee Name John Tucker P	osition/Title MHS	3
	ment Behavioral Health	Date	September 9, 2014
eparti	ment Benavioral		
iscipl	inary Action:		Suspension
]	Oral Reprimand	<u>□</u>	
	Second Written Reprimand	×	Discharge
	Description of Incident: (describe the identify the policy, rule or standard	110122	
	On Tuesday, September 9, 2014, at ap the Administrative Supervisor on the behavior is considered a negligent and customer service and hospital operation Conduct.	d willful act that is ons per HR Policy	detrimental to patient care, 2412 – Employee Discipline and
п.	Identify consequences of repeat vio Sleeping on duty constitutes job aban List previous disciplinary actions a	Idoxare	ants immediate termination.
III.	Union Steward Requested:	Yes e above disciplina	FOR BREAKNO
IV.	DRAISE SONG, STAKES F	Yes e above disciplina to the employee.	FOR BREAKNO
IV. Em em	Employee indicates in DRAISE SONG, STAKES IN TEXTREMELY COLL, NO OF Union Steward Requested:  ployee's signature below indicates the ployee and a copy of same was given	e above disciplina to the employee.	ry action was discussed with the

### LORETTO HOSPITAL

### POLICY

EFFECTIVE DATE: 1/96	SECTION: Management of Human Resources TITLE: Employee Discipline and Conduct	POLICY NUMBER 2412
REVISIONS: 3/99 1/01 3/05	AUTHORIZED BY:  Steve Drucker President  Steve Drucker	PAGE 1 of 7

### PURPOSE

To ensure that all employees are fully aware of the standards of conduct expected of them and are treated fairly and uniformly if they violate these standards of conduct. Loretto Hospital has established a system of progressive discipline.

### POLICY STATEMENT

Employees who participate in a collective bargaining agreement recognized by the Hospital are also subject to the terms of this policy. Where there are differences between this policy and the terms of the collective bargaining agreement, the agreement will govern.

Progressive discipline refers to the concept of increased severity in disciplining employees who repeatedly violate Hospital rules while performing work for the Hospital or while on Hospital premises. Written reprimands are given for initial, minor infractions of the Hospital rules; if violations are repeated or different more serious violations occur, progressively harsher discipline is imposed.

Loretto Hospital shall utilize a progressive disciplinary action which shall include the following levels of formal disciplinary action:

First written reprimand (verbal reprimand for bargaining unit employees) is the first level of formal discipline. The manager should point out the infraction and make sure the employee understands the rules, policies, and expectations. It should include recommendations on how the employee is expected to meet expectations in the future.

### LORETTO HOSPITAL POLICY

POLICY SECTION: Hospital Wide EFFECTIVE NUMBER: DATE: TITLE: Use of Cellular Telephones in the Facility 2319 12/03 REVISION PAGE 1 of 2 AUTHORIZED BY: 2/05, 1/08 W. Suszek REVIEWED Safety Committee Chairperson 3/06, 1/08

### PURPOSE:

To provide for a safe environment in patient care areas by avoiding potential electromagnetic interference risk to sensitive medical equipment. This policy shall define restricted areas of the hospital for the use of cellular telephones.

### POLICY STATEMENT

Employees who participate in a collective bargaining agreement recognized by the Hospital are also subject to the terms of this policy. Where there are differences between this policy and the terms of the collective bargaining agreement, the agreement will govern.

Loretto Hospital will minimize the risk associated with this phenomenon by limiting the use of cellular telephones in Patient Dependent on Equipment locations [PDE]. A PDE location is defined as an area, which has equipment attached to patients where, if the equipment malfunctions, could cause or contribute to injury of the patient. The use of cellular telephones is prohibited in the following designated Patient Dependent on Equipment locations. Exceptions to this are hospital issued cell phones used by Nursing.

- Patient Rooms
- Surgery / Recovery Units
- · Intensive Care Units
- Emergency Department
- Elevators

Due to the potential violation of patients' rights from a medical and health information standpoint, taking pictures with cell phones is strictly prohibited.

Second written reprimand is used after a first written reprimand (verbal reprimand for bargaining unit employees) fails to change conduct or performance. A second written reprimand may lead to a more serious discipline, up to and including discharge if the problem is not corrected.

Suspension without pay for a given period of time can be given:

- As a disciplinary measure either for a serious first-time offense or as part of progressive discipline either after or in lieu of discharge.
- During an investigative period when discharge or disciplinary suspension may result. Suspension under these circumstances shall be viewed as "suspension pending investigation." A suspension pending investigation is not disciplinary in nature. Whether or not an employee will be paid for time off during a suspension pending investigation depends on the outcome of the investigation. If the investigation reveals that discipline or termination is not justified, the suspended employee shall be returned to duty immediately and paid any wages lost during the suspension. Further, all documentation relating to the suspension shall be removed from the employee's personnel file.

Disciplinary and investigative suspensions are usually limited to three consecutive work days; investigative suspensions may require additional time to complete an investigation and obtain approvals. All employee benefits remain in effect.

**Discharge** is appropriate for certain first-time offenses or after previous efforts at progressive discipline have failed. The manager must consult with the Associate Vice President of Human Resources before discharging an employee.

The above steps may be entered into at any stage, up to and including suspension and discharge, depending on the severity of the infraction and/or Hospital policy violated.

Disciplinary actions that will directly result in suspension or discharge must be reviewed by the Associate Vice President of Human Resources and the appropriate Vice President.

The discipline policy applies to all employees. New employees in the probationary period are subject to this policy. However, management need not take these employees through the entire course of progressive discipline prior to termination.

Violation of Hospital rules and regulations are classified as:

- Critical offenses
- Major offenses
- · Serious offenses

### Minor offenses

Normally, discipline should be administered by the employee's immediate supervisor or a higher level supervisor in the same management chain.

Violations of different rules are cumulative.

All disciplinary actions, up to including termination, shall be recorded on the Disciplinary Action Form. Documentation shall include:

- a. A description of the problem and relevant dates and details
- b. Identification of the policy, rule or standard violated.
- c. Consequences of repeat violations or continued poor performance.

Employees shall receive disciplinary actions within a reasonable period from the time of the infraction (within 30 days). However, circumstances preventing a timely issuance of a disciplinary action shall not be cause for not taking action.

Employees' refusal to sign a Disciplinary Action Form shall be witnessed by both the Manager and a witness and so noted on the form.

Hospital recognized bargaining unit employees shall be offered union steward representation.

An employee shall receive a copy of all official disciplinary actions issued to him/her.

An employee may appeal any disciplinary action by filing a grievance – see Grievance Policy/Procedure.

Disciplinary actions issued within a twelve month period from the time of the first infraction shall be considered for purposes of further disciplinary action. Exceptions to the twelve month time period shall include disciplinary actions issued which have resulted in lost time (i.e., suspensions). These disciplinary actions may be considered when serious infractions beyond the twelve month period occur.

For the purposes of this policy, a year is defined as a consecutive, rolling, 12-month period.

### Special Resignation Situations:

The following circumstances constitute a voluntary resignation by an employee; however, the Hospital reserves the right to declare infractions as such as grounds for discharge. While the supervisor must initiate the termination paperwork, they are not a cause for progressive discipline:

- An unreported absence for three consecutively scheduled work days.
- Failure to return after a leave of absence.
- Job abandonment by leaving Hospital premises without written permission of their supervisor/manager.
- Refusal to accept an offer of same or comparable position (which makes reasonable accommodation as may be required by law) when released to return to work after illness, injury or family/medical leave.

### **Employee Conduct**

### Critical Offenses

Critical offenses are misconduct or violations of Hospital rules which may justify immediate termination. The employee shall be suspended immediately (usually no more than three work days) while the incident is being investigated by Hospital management. Examples of critical offenses are:

- Dishonesty, theft, cheating or fraud. 1.
- Using another employee's I.D. card to swipe that person "in" or "out" for payroll purposes or giving your I.D. card to another person for the purpose of swiping you "in" or 2. "out" for payroll purposes,
- Employees photocopying their I.D. badges and/or making a computer copy of the I.D. 3, badge bar code.
- Threatening, intimidating or coercing patients, customers, employees or others.
- Unauthorized possession of weapons, firearms or explosives on premises. 4. 5.
- Conviction of a felony while employed.
- 6. Negligent or willful damage of Hospital equipment or property. 7.
- Physical or sexual assault, which may include offensive touching of any person during 8. working hours or on Hospital premises.
- Deliberate or negligent omission, or falsification, of significant information on the employee application, time records/reports, Hospital records, benefit forms, or other 9. Hospital related documents or reports.
- Use, possession, sale or impaired performance due to the use of intoxicating, illegal or controlled substances of any kind on Hospital property while on work time. 10.
- Refusing to submit to drug testing when reasonable cause exists regarding the use of a 11. controlled substance.
- Negligent or willful acts or conduct detrimental to patient care, customer service or hospital operations or which result in neglect or abuse of any patient or others. 12.
- Refusal to perform assigned duties. 13.
- Misuse or unauthorized disclosure of confidential information, including unauthorized access or copying Hospital records (including patient medical charts or personnel files), 14.

unauthorized release of customer information or other Hospital data.

Sleeping on the job constituting abandonment of duty. 15.

- Willful violation of safety standards or other standards, which compromises the physical 16. well being of patients and employees or which could result in major damage to equipment. Includes smoking in all buildings and/or areas where combustible/flammable materials are stored, failure to wear seatbelt while driving Hospital vehicles and failure by driver to ensure that others in Hospital-owned vehicle are wearing seatbelts.
- Absence without notice for three consecutive scheduled work days. 17.
- Unauthorized recording (audio and/or video) of Hospital business. 18.
- Other extreme instances of improper conduct not specifically listed. 19.

### Major Offenses

Major offenses are lesser violations than critical offenses, but may require disciplinary suspension from work for a first offense (no more than three work days). Examples of major offenses are:

Gambling on Hospital premises. 1.

Refusal to work, without a good reason, when needed in times of emergency call-ins, 2. disaster, etc.

Willful misconduct. 3.

- Willful misuse of computerized applications controlled by the Director, Information 4. Systems.
- Verbal abuse. 5.
- An act of harassment. 6.

Absent without notice one day. 7.

Soliciting and/or accepting money, loans, tips or financial remuneration of any kind from 8. patients, family members, vendors or customers.

Other major instances of improper conduct not specifically listed. 9.

### Serious Offenses

Serious offenses do not justify immediate discharge or suspension, but require disciplinary action. Examples of serious offenses are:

- Performing work other than Hospital assignments during working hours. I.
- Failure to use safety devices; failure to comply with safety precautions. 2.

Failure to report an on-the-job accident. 3.

- Interfering with, or distracting, an employee at work which does not constitute 4. harassment.
- Eating food prepared and intended for patients or for cafeteria sale. 5.
- Use of vile, intemperate language. 6.

- Possession of another employee's ID card and/or misuse of own ID card. 7.
- Posting, altering or removing any matter on bulletin boards on Hospital premises unless 8. specifically authorized to do so.
- Failure to follow Hospital smoke-free policy. 9.
- Removal of Hospital property from premises without written authorization. 10.
- Other serious instances of improper conduct not specifically listed. 11.
- Fails to swipe in and/or out when leaving building for lunch. 12.

### Minor Offenses

Minor offenses are violations of Hospital rules which require disciplinary action in the form of written counseling. Examples of minor infractions are:

- Loitering. 1.
- Failure to report to work or return from breaks on time, which does not constitute 2.
- Occasional carelessness. 3.
- Failure to perform assigned duties in appropriate manner or at assigned times. 4.
- Failure to wear prescribed uniform or apparel or adhere to the standards of dress, hygiene 5. or grooming.
- Attending to personal affairs on Hospital time, including personal phone calls or visitors, 6. without permission.
- Creating or contributing to disorderly or unsanitary conditions. 7.
- Horseplay, running, scuffling or throwing objects of any kind on Hospital property, 8.
- Taking breaks or eating in patient rooms or unauthorized areas. 9.
- Failure to observe parking and traffic regulations on Hospital premises. 10.
- Actions or attitudes which adversely affect Hospital operations, patients or others. 11.
- Other minor instances of improper conduct not specifically listed. 12.

### RESPONSIBILITY/AUTHORITY

Responsible to adhere to the policy Employee

Department Director/

Responsible for ensuring that employees follow the policy. Manager/Supervisor

Responsible for enforcement of the policy. AVP of Human Resources

Responsible for monitoring supervisory procedures to ensure that Vice President progressive discipline is communicated and applied equally to all

employees.

Responsible for overall compliance with Policy Guidelines and recommending any Policy exception to the President/CEO.

President/CEO

Authority to make exceptions to Policy.

Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 80 of 118 PageID #:259

### LORETTO HOSPITAL STATEMENT OF JOHN MICKER

I was orsked by charge warse 1889, Cd to work on the Stefford Last night per Supervisors Julianna Teguest. I worked on The 8th from by myself with there Particula and I was not given any break Smee That is the essual proofice. And ar 03:45 Am & oferled to pray to my Lital & formed on the Computer to a grayer home af & was histories to the Frayer Carlet Praise my Lord, Jouble Souble While doup this I deer ded to mediate ad of was dut up Thas time the nursing Superviset Sulcane of without my front my Produce Williams my Produce Williams my Produce Williams my Produce Williams my Produce of the color of May administration Supervisit, Juliana and a Ottouter Come es) as up the grefase to ferminate my en planet note and Busy Marant 

Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 81 of 118 PageID #:259

MENER POLICY

### LORETTO HOSPITAL POLICY

DATE: 12/03	SECTION: Hospital Wide TITLE: Use of Electronic devi	ces in the Facility	POLICY NUMBER: 2319
REVISION 2/05, 1/08, 12/14	AUTHORIZED BY:		
Reviewed 3/06, 1/08	Sonia Mehta, MD President/CMO	Date:	

### PURPOSE:

To provide for a safe environment in patient care areas by avoiding potential electromagnetic interference risk to sensitive medical equipment. Non-work related electronic devices are a distraction for safe care of our patients. In order to provide vigilance necessary to provide safe care and high quality care to the patients at Loretto Hospital, personal electronic devices are prohibited in patient care areas. This policy shall define restricted areas of the hospital for the use of cellular telephones.

### POLICY STATEMENT

Employees who participate in a collective bargaining agreement recognized by the Hospital are also subject to the terms of this policy. Where there are differences between this policy and the terms of the collective bargaining agreement, the agreement will govern.

- 1. Devices that are prohibited from use in patient care areas of units/departments
  - Cellular phones or messaging devices
  - Portable electronic games
  - Personal Laptop computers/ tablets or E Readers
  - Music, MP3 or video players
  - Head phones, headsets or Bluetooth devices
  - Video Cameras
  - Any other non-work related electronic device
- 2. Due to potential violation of patient's rights from a medical or health information standpoint, taking pictures with cell phones is strictly prohibited
- 3. All above mentioned devices will be secured in caregiver's lockers during assigned work

### Loretto Hospital is Cellular Friendly

"Please use cellular telephones with concern and privacy of others"

February 17, 2005

To:

Physicians

Department Heads

From:

Willie Suszek

Chairman, Safety Committee

Subject: Cellular Telephones

With cellular telephones becoming more pervasive in daily life, Loretto Hospital recognizes this and will give doctors, patients and visitors more freedom to use this wireless instrument. However, photographs may not be taken with cellular telephones equipped with camera features, without prior Administrative approval.

Effective with the memorandum, cellular telephones may be used in non-clinical areas of the hospital such as corridors, entrance lobbies, cafeteria, waiting rooms and outpatient areas by doctors, patients and visitors.

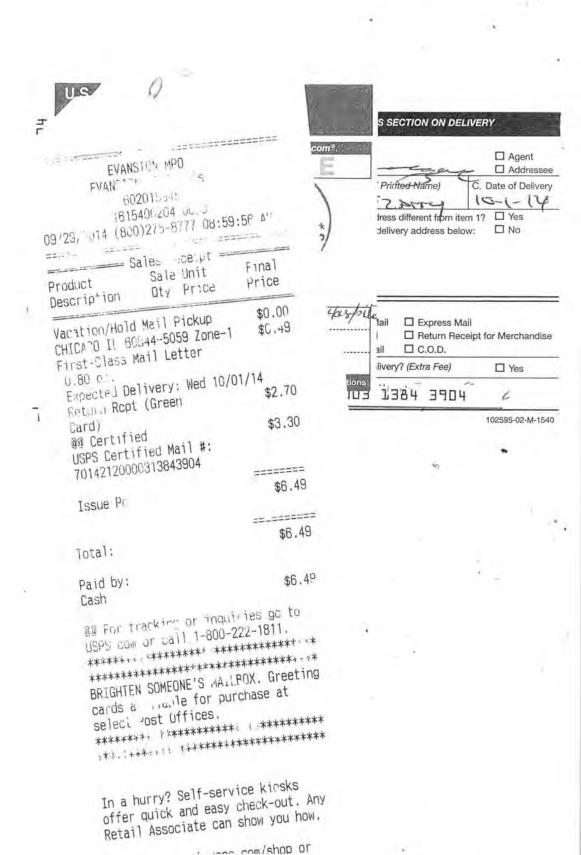
However, the ban on use of cellular telephone in patient care areas will remain in effect because they can produce electromagnetic radiation. Cellular telephones cannot be used when in close proximity [five feet or less] to patient monitors and other sensitive medical equipment.

Hospital policy defines patient-care areas as patient rooms, surgery/recovery units, intensive care units and emergency department.

When using cellular telephones in the hospital, please make sure that you will not disturb others, especially our patients. The mobility of cellular telephones makes is possible to move to a private place, if your conversation may offend/disturb others or does not concern them. It is also suggested, that anyone using a cellular telephone employ discretion when placing/receiving calls and making certain that patient confidentiality is preserved.

Employees shall keep cellular telephones in the off position while on duty and inpatient care areas. Hospital policy number 2432/HR-8572[Personal Telephone Calls To/From Employees] shall remain in place outlining additional guidelines for personal telephone use by employees. Employees may only use cellular telephones while on break/lunch periods.

You may contact me at extension 5358 with any questions/comments.



Case: 1:13-0305479 Doctment #: 1 Filed: 06/19/15 Page 84 of 118/PageID #:259

Shewne Vending Cup 26th September 2014

Graham Com.

The Chief Exerctive

Africat

Los esto Hospital

Chief IL 60202

Deat Sit | Madam

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Case: 1:15-cy 05479 Document #: 1x Filled: 06/19/15 Page 85 of 118 Page ID #:259 Proposed. We then the though pretuse of plots graph on the internet at a copy which he gave to one Jerome Philips Disector, Beloviore tealed. Mr. Jesone used the prefue s evidence to terminate my Service EVERTS ongl & Hold In that I was read at my sol tarted to and End. We 2 chave what they used in evadence Was Mongfully objanish and Propessed to the waterner without my boosen = early Leading to a Stead of my Tight To Frwaly white also wheeters with ny fourth and neverth Amendment Tights of the united states Constitution The union Stewart Jennap did file a some with your Administration and t Called your Helephore Severel times ( Fever Spare to your Secretary at one (me) but of seens you grand all of s. So, gay now have only few of anys to address they matter as a family other wise the maked will propried to

Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 36 of 118 PageID #:259

Lack for word to heart from

Jah Pinch Mearth Specialor

Hearth Specialor

He

CR Notes

John Tucker v. Loretto Hospital 440-214-06531

Susan Smith, Investigator

Oct 2, 2014

PCP hired Nov 7, 2014 – in 2008 – took 6-7 months off for heart problems – and then returned to work. Other than that – no breaks.

PCP said no disciplinary actions during his whole employment. He always received good evaluations. PCP said Director, Jerome Phillips, PCP direct supervisor – been there a year now.

PCP said he is Sierra-Leone, West African.

Juliana Ndauwa (Nigerian – she was nationalized)

PCP said that he was terminated Sept 9, 2014 – for sleeping on the job – PCP said he was working on 8<sup>th</sup> floor by himself and no one else on floor to work with him – he said he was very cold. PCP said he was praying and put head back to remove evil around him – he had blanket on him because of cold. PCP said he put computer on with prayers. PCP said Julianne came in and took his picture on her phone and told him to go home b/c very tired. He was on overtime – they had no one – someone went home at 9pm b/c he had headache. PCP said he did not want to stay told them very tired – said to go up there.

PCP said he was not given a break – Julianna was suppose to schedule someone for break but did not. He was left up there all by himself.

PCP said this was the first time – said sleeping on the job. He said he was not but even if had been....

PCP said other Americans caught sleeping and they were only given verbal warning – not terminated. John Kelly (African American), Tammy Norwood (African American), Kena Olu (African American), and Sonia Morton (African American) – they were all caught sleeping on job. John was sleeping right under camera and Julianna caught him and only verbal warning.

Olaniyi Alli Belogun (from Nigeria but born in US) - male Nurse Manager – Assistant to Jerome Phillps, Director.

Belogun has gotten rid of 4 Africans – Timmy, Anduka, Margaret, Ruth – all Nigerians – and left African American

 PCP said Sierra-Leone and Nigeria at war – regarding diamonds – some animosity between two areas.

PCP feels Juliana - did this to him b/c from Sierra Leone and b/c he got a lot of overtime - and she was jealous.

PCP said after took picture Alli-Belogun showed pictures to counselors and one Timmy Jones stood up for PCP.

PCP said he filed with union Jennie LNU – union steward – she is very angry for PCP and is trying to help him – grievance is still pending. Company does not want to pay attention to union. Jennie has additional information and would assist in any EEOC investigation.

PCP was advised of his right to file and the 300 day filing limit. PCP decided to file at this time. PCP checked race and national origin – he decided not to file on race – only national origin.

### PRE-DETERMINATION INTERVIEW

From: VS To; File Jan. 15, 2015

Charging Party: John Tucker Respondent: Loretto Hospital EEOC Charge: 440-2014-06531

Informed CP he is contacted for a PRE-DETERMINATION INTERVIEW to inform him that the evidence obtained during the investigation is that he admits the infraction resulting in his discharge and a non-Sierra Leone staff was treated the same. Informed CP based on EEOC's limited resources and the evidence obtained during the investigation a finding of no violation will be recommended. CP was advised he has five (5) days to submit additional information.

CP was advised that EEOC procedure is that EEOC management makes the final decision on additional information and whether evidence obtained supports a violation of law. CP was advised that if EEOC management determines there is no violation of law, CP will be issued a no violation letter of determination which document will also serve as his NRTS. CP was advised he will have 90 days from receipt of NRTS to file suit against the employer in Federal District Court, and if he does not file suit within this 90 days time his right to sue will be lost.

### Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 90 of 118 PageID #:259

### Position Statement Reviewed With Charging Party and Charging Party Rebuttal

From VS To: file Jan. 15, 2015

Charging Party: John Tucker Respondent: Loretto Hospital EEOC Charge: 440-2014-06531

### Position Statement

Discussed R's position with CP that wwas not discriminated against due to his national origin. CP was photographed sleeping on the job and discharged for sleeping on the job.

### Rebuttal

CP admitted the photograph in file of a man sleeping is CP. CP stated that he was not asleep but is instead meditating. CP admitted that meditating on duty is against policy. CP identified an American black, national origin, non-Sierra Leone , who was discharged for sleeping. CP alleges the employee sued R for photographing her without her consent and she got her job back.

### Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 91 of 118 PageID #:259 GRIEVANCE FORM

### SEIU HEALTHCARE ILLINOIS/INDIANA 2229 S HALSTED

CHICAGO, ILLINOIS 60608 \*

DATE 919,14 Telephone: 312.980.9000 FAX: 312-784-3179

NAME OF EMPLO	YER Loretto Hospital	*
Job Classification MHS Immediate Supervisor Terome Union Steward/Rep. Here's Be Nature of Grievance (include dates) To	Work Phone #	minated.
Auticle and/or Duly Winless d		i.
Article and/or Rule ViolatedRemedy Sought	MADE whole	
Date Answered at Step 1	Supervisor	
STEP II		
Date Submitted	Employee Signature	¥
4	Steward Signature	
Answer Step II		
Date Answered	Dept. Head Signature	1
STEP III		
Date Referred to Step III	Steward Signature	
Received	Union Rep. Signature	



## Note to Management: Loretto Is A Union Shop!

Ver the past few months, Loretto management has NOT been following our Union Contract! We understand that we have new management, but we need them to understand that this is a Union facility and it is their responsibility to learn how to work with us.

Some of the most common practices that have repeatedly been abused time and time again are as follows:

- Low census: Not following the order of retention by seniority by shift. This is basic language in a union contract. Abiding by this language is something that takes little effort to do.
- Union workers being low censused so that non-union employees can do their work is unacceptable.

Let management know that you want them to abide by our contract.



1) E.E.O.C REPRESENTATIVE HAMDLING

MRS VICTORIA SHEALEY TEL 312) 869-8079

Emay - Victoria . Sheakey @ CEDC. GOV.

please Note: - Mrs Stealey Want me to Sind ofer an email before Wednesday 1/20/15 requestup for the Typh to She folyment forly to request the Typh to She folyment the matter will properly to EBOC Management for delision making.

21 HEAD OF THE LORETTO HOSPITAL | MENTAL HEALTH SPECIALIST UNION IX

MISS BETTH

TEL 3/2) 617-7905. For More
uprimetros about—The units, please Contech

miss Bett on the above felephone number

HE GREVANCE WITH THE HUMAN RESOURCE AT LORETTO HOSPITAL AS

TEL 773) 704-7045. For Copy of the green are ad strul about the Joseph on the Joseph Service Works the Joseph Service Contact Jeanup Language Contact

47 PRECEDENT CASES OF PEOPLE CAMBIT SLEEPING ON THE JOB

- Specialist was produce was taken and Sucal Lairetto Hospital And \$200, 200, 00 2d for Comment please Contract Nicol's Attachen, Miss Jemelle's on TRIND 312)252 3085.
- 5) John Kelly mental Health Spellahet Caryth or Competer and was See by Kurse Juliana is Stry Warky KI min recession I have to Eth was caught

Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 95 of 118 PageID #:259 5 # floor Employees of Losetha Hospital (stry worky) DAN the Monitor Tech Caught Sleeping. GOA Saloring Monitor Tech got Caught Sleeping. Tommy Norwood the CNA got Caroph Sleeping Kenya De a nunse 80t Caught Sleeping Laura a nurse got Cought Sleepins masan a nuise got Coughe

Folkoffo History DR SONIA MEHTA ) BXBCYTIVE DIRECTOR OFFICE TEL 773) 854 - 5000 MOTE! - A fetter of complant was sent. HUMAN RESOURCE DIRECTOR Lormely - Amy.

Formely Amplement to less or 9/18/2014

I did complained to less or 9/18/2014

ex 10:90 Am bout left facility or

9/19/2014. She promised to Call for

9/19/2014. She promised to Call for

and Administration but she did not.

and Administration but she did not.

She however told me that laretho

She however told me that Says

do not have a policy that Says

Supervises can thake employees proture:

Supervises can thake employees proture:

Supervises can thake Personal Cellphi

For comment, you can reach Amy

Tel MN'- 773) 854-5042 Behavia Department's Directu 13) Mr Jerome Phillips, Le Signed my discharged paper but le advised me to pursued the matter belouse there were Some issues anderson or, and etermination that were not cleated enough. To real him for Comment, you did 773) 854-5320 and ask to be Connected with Jerome Phillips.

HI MUSE Morages for there West

MR OLANIG! Alli-Balogue

(a Megeria) processed my protoce or

the Internet without my permission

the Internet without my become prillips

took the Protoce to me Jecome prillips

and push for my termmeta. At the

and push for my termmeta, my olanigh

meetay for my termmeta Supervisors have

The right to dake employees prefunes usible destatging their Supervesory duties. I then asked him for a copy of Laterto Hospital Policy where in Stypmlade That Supervisors can take employees platos as protures ever when it wherefers with the Fight of Privaly, the was unable to sendurer fretter and de did not que me the postery. For comment, you can teach mr All enryr. All Balogua or Tel Mo: - 773) 854-5320 or 773) 854 - 5310.

5) Mar Some Supervisor?

Mrs Juliana Mdaywa — This is a nigerie Ledy who took my Profuse with pet cell phone on 9/8/14 al 03:45 Am let cell phone on 9/8/14 al 03:45 Am nigerian brother, Mr. Alanyy Alli Balagum, nigerian brother was managed who them use the protuce number managed who and me ferminated to an criminate me and shad me terminated to show a strongly believe that he kind of the Conspicion believe that he may be made me between Juliane Mdaywe and me between Juliane Mdaywe and me

Juliana, She was a nurse so the 5th who belane mosing Supervisors And allocating to our Union Stewart Mrs Jenning, she fold me that Juliana lar self used to 31 cep when she was a floor musse, And ever since, She belame musle Superinson,
she always contact people sheep and
on the Job but she never say a word to ther, may be, belowle they are born Americans. One guy, an employee coyed John Kelly was caught by Juliana apper a nuese conted Jessica reported to nursup office that John Kelly was Sheep up tight under the Camera but be was not terminated and is SAM Work of, And occorded to Journe Juliana did cond two other employees One in the Crisis Africe | Emmesty For and the other on three west in the Lack office Steeping but She did not firster fishing these people. For further Comment, you may reall! -Juliana Molaywa on Tel 773)854 -EZOX. and Mrs Ferring on let

Mo: 773) 704-7045, mas Jenny and due had vower of broble stat you Congst Steeping and not tesminated eal are sty Worky Just belance They are Americas. 67 IF you look ands the Hospidal camera, you way surely find employees Steepart under the Combre while is station.
Lawways, day From and nucles Station. Thes is a common proefice or Lorento Hospital and Juliane Being a missing Supervisal win see these though and turned a simple eye to them. Intomes of some people steep most often while at work 'are 1) John Kelly mits 27 Jacque Know 20, mHS 37 manrice mHS 43 Rute - RM 5) OLA - RH Emmanuel Hauka mAS Beyond - mHS Rodieme - O. - MHS. wate pressor mHS

I do not war to implicate my co-markers So please use these names only for informational borkose. The find our more about people steeped Tob, Please woodness The following people: #13 mrs Jenny, Tel Ma 773) 704-7045 (\$2) Emmaruel - Tel 708) 469-7404 #37 Eric - Tel 312) 607-9111 Retimi - Tel 1847) 490-0514 广北豫 Samuel Banda - Tel 1-574-383-2211 <del>4</del>5] Samuka - Tel 1-312) 388-8835 11mmy Jenes - Tel 773) 225 - 6135 #7) Lynda Robinson, 1et 773) 449-8167 Bos Hunt - Tel 847) 626-8398 Horald, RH - TH 773) 854-5320 97 Jessica, RH - Tel 773) 854-5310. to) Margarett 74773) 317-8447

So toking into allown he all The above, I now freel Loretto Policy Singled me out by left p there Superviser takes my profere will her Cell place, professed un on the enternet, assed un is evidence agaist me and have me terminated While atte other had, when she see The Americans steep, she don't take their protocoes or have the terminated. So, by Juliana Singlyn me out bade or my origin, the see has discriminated me and has also envaded my right to Frusey which where whereford with my HE 5th and 9th Amendment Flesher. So I I wer the BEOC mostigete this

above. This fee does not extend to a second trial and/or appeal proceedings and does not include any investigation, administrative, medical or litigation costs. Additional fees to be agreed upon by the parties shall cover any second trial or appeal.

- 5. Client is further advised that the fee based upon an hourly rate and/or the fee set forth in paragraph 1 above, may be greater than the recovery, if any, by the client. Client shall acknowledge agreement to this by his/her initials, here.
- 6. Client will pay all costs in full when billed. Costs include all out-of-pockets expenses advanced by attorneys, including but not limited to, all litigation, administrative and investigation costs. Online research costs are billed at a rate of \$ 1.50.00 per minute, per online session. Client hereby agrees that attorneys can expend whatever out-of-pocket costs as are reasonably necessary to litigate the case. This includes, without limitation, the following: postage, copy costs (.25 per page), fax, online research, long distance telephone calls, all court fees, deposition costs, expert fees and all other litigation expenses. Client is responsible to attorneys for any costs incurred in the litigation of the cause of action regardless of the outcome of the action. Further, client is hereby put on notice that if he/she loses the case he/she may be responsible for the opposing party's fee and costs.

### LIEN

7. Attorneys shall have a lien upon the cause of action, any judgment obtained and the proceeds of any recovery for their fee and for any costs and expenses, which they have advanced in client's claim. Attorneys may withdraw at any time legally permissible upon written notice.

### SETTLEMENT

- 8. Client and attorneys further agree that they will make no settlement without the approval of one another. Client is advised that the time spent on cases can be extensive, and that the client's attempt or desire to settle a case for less than its true value would cause the attorneys to take an unnecessary monetary loss on a case. Thus, the attorneys reserve the right to refuse to settle a case where it is not in the best interests of both the attorneys and the client.

### MISCELLANEOUS

- 10. Any related matters not expressly covered by this agreement such as defense of a counter-claim may be at an additional fee as agreed upon by client and attorneys.
- 11. Should client discharge attorneys, he/she agrees to reimburse attorneys immediately for all costs advanced and to pay attorneys a fee for the work they performed based on the relative amount of that work compared to any subsequent work done by others in processing the case to completion. This method will be used to measure the reasonable value of services provided. If

attorneys have obtained an offer of settlement, the fee shall be, at the time of such offer as calculated in paragraph 1 above.

- 12. In the event that attorneys settle client's claim and client cannot be reached by telephone or through the mails, client hereby grants to attorneys a Special Power of Attorney to sign his or her name to any release, draft, authorization or any other document issued or which may be necessary to settle client's claim. Client's name signed by attorneys shall have the same force and effect as if signed by client himself or herself. Under such circumstances, attorneys agree to maintain a copy of the draft or check in payment of any settlement and also to maintain client's share of the proceeds of the settlement in the attorney's Trust Account. Client hereby agrees to keep attorneys apprised of his/her current address and telephone number at all times.
- 13. The client acknowledges that attorney \_\_\_\_\_ has referred this case and is entitled to a referral fee. This will not impact the fee paid by client.
- 14. Client acknowledges that he or she fully understands the terms and conditions as contained in this agreement and receipt of a copy hereof.

DATED 1/19/2015

DATED /19/15

ED FOX & ASSOCIATES

Case: 1;15-cv-05479 Document #: 1 Filed: 06/19/15 Page 105 of 118 PageID #:259 **LORETTO HOSPITAL** 

### LORETTO HOSPITAL DISCIPLINARY ACTION FORM

Employee Name John Tucker	Position/Title Menta	l Health Specialist
Department Behavioral Health	Date June 13, 2013	*
Disciplinary action:		*
x□ First Written reprimand	Suspension without	pay 🗆
☐ Second Written reprimand	Discharge '	
Description of incident: (describe to the policy, rule or standard violate)  Failure to comply with Tardiness Policy minutes past the established start tardiness." You were tardy 5/2, 5	d.)  cy #2447: "Any unexcused; of shift shall constitute of	arrival at work seven (
tarainess. You were turuy 5/2, 5	5/5, 5/9, 5/15, 5/10, 5/11	, 5/25, 5/24/15.
*		· · · · · · · · · · · · · · · · · · ·
		· ·
List previous disciplinary actions a	and dates:	
Employee Comments:  My lateres & our  On the sklale of the the analysis of the sklale	for Curcymotics be avolved in all of the same was given to the same	action was discussed themployee.
Employee Signature	Date Department Manag	ger Date
Supervisor's Signature	Date Administration	Date
Witness (required in the event employee refuses to sign) Human Resources Disciplinary Form	Date Human Resources	Date

John Tucker 1325 Brummel Street Evanston IL 60202 Tel: 224) 420-9309 21st June, 2013

Kasaundra Harold Manager Behavioral Department Lorretto Hospital 645 South Central Chicago IL

Dear Kasaundra,

A Letter of Request for my records

Per our conversation yesterday together with Mrs. Jessica Philps Director, you and my self, I am here by requesting for copies of my record as follows: 1) a copy of the very letter or write up which you presented to me about me being absent from work three times in the month of May 2013. That write up, I believed was taken away by Mrs. Jessica Philps for amendment.2) Print out of my time and attendance sheet (punching in and out for the month of May 2013) 3) The letter of complained which was given to you by Mr. Josh, registered nurse about my self and Samuel Banda. I strongly believe a copy of that letter is in my file. 4) Any other write-ups or complain letter that you may have in my file whether it is formal or informal

I need these information only for record purpose and nothing else. Please, do not have any fear or suspicion over me requesting for my record. Thus, under the State of Illinois Administrative law commonly known as rule 147, employees have the right to request for their file provided the give their Administrators advance notice in writing. I look forward to hearing from you in due course

Sincerely,

John Tucker

Mental health specialist

Subscribed and sworn to before me

this 200 day of Ju

at Chicago, County of Cook, State of Illinois.

Notary Public

#GEEIGIAL SEAL# ELIZABETH OGUNREMI Notary Public, State of Illinois My Commission Expires Jan. 25, 2015

Commission No. 744205

NorthShore University HealthSystem Medical Group Department of Orthopaedics 1000 Central Street Suite 880 Evanston, IL 60201 847-570-2825

Merchant ID: 5423478

Term ID: 001

### Sale - Approved

Date: 01/20/15

Time: 16:01:58

Card Type: Visa

Entry Method: Swiped

Card #: XXXXXXXXXXXXXX6112

Invoice #:

10

Approval Code: 080116 Customer Ref: 200437812

Amount

\$50.00

I agree to pay the above total amount according to the card issuer agreement. (Merchant agreement if credit voucher)

> After your visit, please ask your provider for the After Visit Summary (AVS)

> > **Customer Copy**

Receipt Number: 9820440

Date: 01/20/2015

### COPAY RECEIPT

NORTHSHORE UNIVERSITY HEALTHSYSTEM 1000 Central St Suite 880 EVANSTON, IL 60201 Phone 847-570-2570

Patient:

TUCKER, JOHN TUCKER, JOHN

Provider: HENTATI, AFIF

Guarantor: Pmt Source:

Credit Card

Acct #: 500762 Amount: \$50.00

Ref/Check 080116

Payment Received By: LAS

Cashier Signature:

Term ID:

prd

Tue Jan 20, 2015 3:02 PM



Mohammed Sajjad, MD Board Certified in Family Medicine

Mon, Tue, Thur: Fam - Spm | Fri: 8:30am - 12:30pm Sat, Sm: 9am - 3pm | Wed: Closed

2017 S. Western Ave. Chicago, IL 60608

Ph: (773) 847-7878 Fax: (773) 847-7879

Walk-ins Welcome

Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 110 of 118 Page D #:259 Name: John Tucker | DOB: 3/3/1959 | MRN: 200437812 | PCP: Ayman M Jabr, MD

### Sent Items

These are the messages that you sent to your physician office. You can view the complete text by clicking on the message.

Messages in bold have not yet been read.

Subject	То	Sent
Subject	A THE LIEUTATI MD	02/18/2015 3:52 PM
Medication Renewal Request	AFIF HENTATI, MD	02/10/2010 0.02

Student Reports and Processes paid

### Programme of Study Information 2013/4

MSc Psychiatry (eLearning): You have completed Confirmation of Programme of Study for 2014/5.

Academic Details for Current Programme Year

Click to view information about School Enrolment / Induction - Medicine

### Transfer Request Facility

This facility can be used to request a Programme Transfer to take effect IMMEDIATELY from MSc Psychiatry (eLearning) to a different Programme. Academic advice and support MUST be sought from the relevant School(s) prior to submitting a request for a transfer.

Request an IMMEDIATE Programme Transfer

This facility can be also be used to request a DEFERRED Programme Transfer, i.e. to WITHDRAW from your current Programme NOW and to start a new Programme later in the current academic year (2014/5), or to defer to the next academic year (2015/6). Academic advice and support MUST be sought from the relevant School(s) prior to submitting a request for a transfer.

Request an DEFERRED Programme Transfer

Apologies, but due to very high demand, applications are now closed for the Autumn Semester except for those students permitted to select a free-standing module. Application for Spring Semester will open late in November. Please see Languages for all – Independent self-study for alternative options.

### Register to vote

Before you can vote in UK elections or referendums you need to register to vote. You are eligible to register to vote if you are 16 or over and British or a national of an EU or Commonwealth country.

Students are eligible to be registered at both home and term-time addresses. You can vote once where you happen to be on voting day.

You can register to vote by following this link: https://www.gov.uk/register-to-vote

You will need your National Insurance Number to register (if you have one). If you do not have your National Insurance Number you can register to vote on paper in the Students' Union.

Click here to remove this message

### Mobility

View Mobility Data

### University Residences

Access the University
Residences booking and
management system by clicking
the link to the right.

University Residences

If you have accepted a room in University residences you will need to complete an online induction before your arrival in Cardiff, Click the link on the right.

University Residences Induction

### Personal & Contact Details

### Permanent Home Address:

16 Sumaila Street Kenema Sierra Leone West-Africa N/A

Tel: 011-232-77-20-9310 Mobile: 1-872--239-9031

E-mail:

SLeoneVendingCupCo@yahoo.com

### Term-Time Address:

1325 Brummel Street Evanston

Illinois

Queries: studentrecords@cf.ac.uk, 029 2087 6211. [Ref: 1352828\_86626877 AMT6 STEP0130]

EXIT

### JOHN PHILLIP TUCKER

### ACADEMIC HISTORY - MSC PSYCHIATRY (ELEARNING)

MSc Psychiatry (eLearning) (PPMSPSIB)

1352828 Student Code:

Student Name:

John Phillip Tucker

Start Date:

23/Sep/2013

End Date:

Status on Programme:

Current- Year: 2

Programme Result:

MODUL	E RESULT				Land	Agreed	Result	Attempt	Date
Acad	Semester	400	Module Name	Credits	Mark	Grade	W25611	110.	
Yr		Code		20	50	PM	P	1	08/Jul/2014
2013/4	Autumn	MET450	And Substance	30	50				
			Misuse	120	50	PM	P	1	08/Jul/2014
2013/4	Spring	MET451	Psychosis And Mood Disorders	30	50	F.113			

### MODULE AND ASSESSMENT RESULTS

Module results that have been confirmed by an Examining Board are shown below.

- where a module has been re-sat that has previously been failed, the overall module result
- accepted Extenuating Circumstances are indicated by a letter 'A' or 'B' after the assessment mark;
- NYA = Not yet available; - grade only assessments will show a mark of 100 for a pass or 0 for a fail.

For a list of assessment grades and module grades and their meanings, please click here

### If you think the data may be incorrect then please contact your School.

If you t	hink the data may be meet to	Start	Credits	Level	Mod Mark	Mod	Attempt No
Mod	Module Name	Year	Cicare			Grade	
Code	The state of the s	2013/4	30	L7	50	PM	1
MET450	Organic Illness and Substance Misuse	20137 9	50		Weighting	Mark /	Assessment
Accessm	nent Title					Grade	Status
M33C3311					70%	42 / F	Confirmed
Organic	- Final Exam						

### Task Questions

and the state of	5%	45 / F	Confirmed
Organic - Virtual Patient 1	5%	53 / P	Confirmed
Organic - Virtual Patient 2	5%	65 / P	Confirmed
Organic - Virtual Patient 3	5%	100 / P	Confirmed
Organic - Contribution to Discussions Organic - Creation of a Vitual Patient	10%	70 / P	Confirmed
Organic - Creation of a victaci - Creation of a victac			

Mod	Module Name	Start Year	Credits	Level	Mod Mark	Mod Grade	Attempt No
Code	Lund Disorders	2013/4	30	L7	50	PM	1
MET451 Assessr	Psychosis and Mood Disorders ment Title	2015			Weighting	Mark / Grade	Assessment Status
	WOOD DISORDEDS Final Evam				70%	45 / F	Confirmed
	OSIS AND MOOD DISORDERS - Final Exam				5%	43 / F	Confirmed
	sis and Mood Disorders - Virtual Patient				5%	41 / F	Confirmed
	OSIS AND MOOD DISORDERS Virtual Patie				5%	41 / F	Confirmed
	OSIS AND MOOD DISORDERS - Virtual Pat		Deblook		10%	69 / P	Confirmed
PSYCH	OSIS AND MOOD DISORDERS - Creation of	f a Virtua	Patient			100 / P	Confirmed
PSYCH	OSIS AND MOOD DISORDERS - Contributi	on to Disc	ussions		5%	100.71	241

View Correspondence for John Phillip Tucker

The View Correspondence link will open in a new window. Close the window to return to this page.

Please choose your next action then click on the 'Next' button.

- Personal and Contact Details
- Current Programme Year
- Exit

Next

### Case: 1:15-cv-05479 Document #: 1 Filed: 06/19/15 Page 114 of 118 PageID #:259

e:Vision Portal Page 2 of 2

United States Of America IL 60202

Tel: 1-224-420-9309

E-mail:TuckerJP@cardiff.ac.uk

Update Address, Phone Number or Home Email

Statement of Personal & Contact Details

Update Emergency Contact Details

Update Name or Title

Update Date of Birth

Submit a query regarding your Personal Details

Language for correspondence / laith gohebu

Language for correspondence / laith gohebu

### Academic Details

Statement of Academic History (Module Results)

Apply for an Interruption of Study

Notification of Withdrawal from Programme of Study

Submit a query regarding your Academic Details

Requests for Proof of Enrolment etc. Letters

Request a Proof of Enrolment Status Letter

Request a Bank Letter

Request a Council Tax Certificate

Correspondence from Cardiff University (from Mar08)

View Correspondence

### Finance Information

Statement of Your Tuition Fee and Other Debts

Make a Debt Payment via Credit / Debit Card

Set up Direct Debit Mandate

Print a Receipt for a Tuition Fee Payment

Send an Email query to Finance



By authority of the Board of Trustees of the

and upon reconnice edution of the Towater

# July Millip Jucker

has been admitted to the Degree of

# Darhelor of Arts in Tiberal Arts and Sciences

and is entitled to all rights and honors thereto apportaining this seventeenth day of March, nineteen hundred and minety-one. Witness the Leal of the University and the signatures of its Officers



Resident of the Boyd of Trustees

Michiela M. Hornpaon

Samos Ding Hall

Fail (November)

Pass Pass

46

### Notification of Results

Session 2009 - 2010

Mr John Philip TUCKER 1325 Brummel Street

Illinois 60201 UNITED STATES

Evanston



Stewart House, 32 Russell Scale London WC1B 51

Exam Centre: USA/CCTC/ILLINOIS/Sloil

Result

Mark

Fail Eai

> 33 50

34

Graduate Entry Route A Level I - Overall Result (June) Common Law Reasoning and Institutions (New Syllabus) Field of Study: LLB Graduate Entry - Route A Level I SRN: 927046912 Elements of the Law of Contract Criminal Law Public Law Candidate no. 34537 91 265 0040 91 265 0010 91 265 0020 97 265 0031 Course

91 265 99GA

The grades and marks shown on this document are provided for the personal information of the candidate.

The final results for each candidate are determined not only on the basis of the grades or marks awarded to the candidate in the individual elements of the examination, but also

Various factors may be taken into account in arriving at the final result, such as the distribution of the marks awarded to the candidate over the various elements, the strength on weakness shown in certain elements in relation to that in other elements, and any special difficulties known to have been experienced by the candidate at the time of the examination (e.g. illness).

Notes:

email or phone

contact name:

- Mr. Parker contact by phone:
- 312-214-4993

reply by email:

6eshc-4849357890@job.craigslist.org

### MENTAL HEALTH TECHNICIANS WANTED \$20.00 per hr

compensation: \$20.00 per hr

part-time

Mental Health Technician / Psych Tech

### POSITION SUMMARY:

The Psych Tech will collaborate and assist in patient care with all members of the health care team with the coordination of the Registered Nurse (RN).

Provides direct patient care in the acute care inpatient behavioral hospital setting. Gives a basic level of general behavioral and psychiatric care to mentally or developmentally disabled patients/youths.

Conduct daily clinical rounds and monitoring of patients/youths with signs and symptoms of mental illness.

Communicates with Charge RN and co-workers as appropriate about changes in patient's clinical condition including vital signs, behavioral and physical symptomatology. Is able to respond quickly to changes in patient's status. Is able to perform basic nursing functions under direction of Charge nurse.

1st 2nd & 3rd Shifts Available

### FUNCTIONAL RESPONSIBILITIES:

Performs basic patient care activities for adolescent, adult, and geriatric patients as delegated by the RN.

### QUALIFICATIONS:

- Bachelor's Degree in a Social Science or health related field required.
- Previous experience working with mental health population required.
- 3. Effective verbal and written communication skills.
- 4. Current CPR card, & Current CPI card, REQUIRED!!!

### WORKING CONDITIONS:

Unpredictable environment with wide variations in the types of patients, acuity levels, times of admissions/discharges and the number of patients/health care team members. Works in a standard patient care area with varying conditions.

CEmployer's name, address, and ZIF code CRETTO HOSPITAL 645 S. CENTRAL AVE CHICAGO, IL 656-14 7 Social security tos 10 Dependent cara benefits 11 Nonqualified Discrete 22a E   1528.73	CHICAGO, IL 60644 7 Social security tips 15 Dependent care benefits 125	4 8 Allocated tips 11 Nonqualified plans	9 12a 1528.73
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